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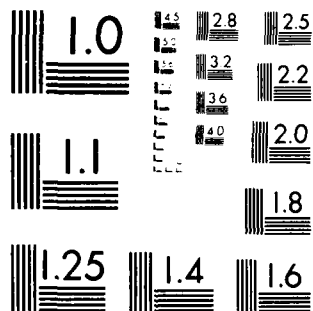
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DEFENSE

AD-A185 412

MANPOWER DATA CENTER

**1984 SURVEY OF NATIONAL GUARD
AND RESERVE MEMBERS:**

DESCRIPTION AND FINDINGS

DECEMBER 1984

1600 WILSON BOULEVARD ARLINGTON, VIRGINIA 22209

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DMDC developed a precoded questionnaire with input from both sponsoring offices. A sample of 201 units was randomly drawn from all Selected Reserve units of size 6 or greater. The sample included enlisted personnel, officers, and warrant officers. The unit response rate was 91.5 % and the individual response rate was 75.8%

The report first examines some basic characteristics of the respondents: component, status, grade, and sex.

Most of the respondents said they liked serving in the Guard or Reserve and intended to stay until retirement. A majority agreed that they could learn skills that helped in civilian life. They did not find the training too difficult, nor did they see a conflict with their civilian job. They were, however, divided over whether unit drills conflicted with family activities.

Most of the respondents were satisfied with their supervisors. The strongest expression of satisfaction concerned the comradeship at drills. Respondents were less satisfied with the facilities and equipment at drill and even less satisfied with their opportunities for promotion and their benefits during inactive duty.

It appears from the data that military id cards are not used very often by Guard and Reserve members. The respondents reported few problems with identification in those cases where their cards were used.

The members were asked a series of questions designed to assess their attitudes toward the use of differently colored id cards by active force personnel on the one hand and Guard/Reserve members on the other. A sizable majority agreed strongly or somewhat that the different colors set the Guard/Reserve apart from the active force and served to make clear that the Guard/Reserve members were not eligible for all military entitlements. They felt it reflected the lower status some give the Guard/Reserve. These data clearly suggest some dissatisfaction with the use of different colors for id cards.

The report goes on to discuss the way in which potential explanatory variables were defined and developed. A factor analysis was conducted to identify underlying factors which might be useful in predicting the two outcome variables. Then these factors and other data were entered into stepwise regression analyses to screen out variables which contributed little or nothing to explaining how satisfied respondents were with the Guard/Reserve and how likely they were to say they would remain. Those variables which were determined to be relevant were then entered into general linear regressions.

The conclusion of these analyses was that the respondents' beliefs and opinions about the color of their id cards has relatively little effect on overall satisfaction with the Guard/Reserve or with the stated intention of members to stay in the Guard/Reserve until retirement. Individual background variables such as pay grade and other factors were much more important in explaining members' satisfaction. Degree of satisfaction, in turn, was a major factor in members' stated intentions to remain until retirement or to leave, as was the total length of time already spent in the military.

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1984 SURVEY OF NATIONAL GUARD
AND RESERVE MEMBERS:
DESCRIPTION AND FINDINGS

Personnel Survey Branch
Survey and Market Analysis Division

Defense Manpower Data Center
1600 Wilson Boulevard, Arlington, VA 22209

December 1984

This report was prepared for the Office of the Assistant Secretary of Defense (Reserve Affairs) and the Office of the Deputy Assistant Secretary of Defense (Military Personnel and Force Management). Interpretations and viewpoints contained in this report should not be construed as an official Department of Defense position.

PREFACE

This study was conducted by the Personnel Survey Branch, Survey and Market Analysis Division, Defense Manpower Data Center (DMDC) at the request of the the Office of the Assistant Secretary of Defense (Reserve Affairs), formerly the Office of the Deputy Assistant Secretary of Defense (Reserve Affairs), and the Office of the Deputy Assistant Secretary of Defense (Military Personnel and Force Management)(Personnel Administration and Services)(ODASD(MP&FM)(PA&S)). Like most studies based on large-scale survey research, it reflects the work, guidance, and support of many people in a number of organizations.

At DMDC the survey was formerly headed by John Richards, who designed the questionnaire and field procedures. Melanie Martindale designed the sample, weighted the data, and wrote the Appendix on these procedures. David Cathcart organized and managed the data collection, with the assistance of Sgt. Terry Butz (Air National Guard), Jenny Caughman (Army National Guard), and Katanna Cooper. Elaine Sellman provided data processing support through the study.

Carolyn Carroll analyzed the data and wrote the report. David Boesel edited the report and wrote the executive summary. Genny Broadus provided assistance in all phases of producing the report.

Zahava Doering, Chief, Survey and Market Analysis Division, DMDC, and David Boesel, Chief, Personnel Survey Branch, participated in all phases of the study and questionnaire design, and reviewed and commented on the report drafts.

Within the Office of the Assistant Secretary of Defense (Reserve Affairs), Colonel Frank Rush, USAF, provided substantive guidance throughout the survey, secured the able assistance of the reservists who worked on field operations, and made numerous contributions to this report.

Colonel Michael Gilmartin, USA, formerly Director, Personnel Administration and Services, ODASD(MP&FM) and Captain Edward Sullivan, USN, the current Director, provided valuable insights and comments at various stages in the development of the survey and in the review of this report.

Most important, the study would not have been possible without the participation of the Guard and Reserve points-of-contact, who helped administer the survey and the Guard and Reserve members who participated in it. Their cooperation is greatly appreciated.

EXECUTIVE SUMMARY

Introduction

The Defense Manpower Data Center (DMDC) conducted a survey of the reserve components at the request of the Office of the Assistant Secretary of Defense (Reserve Affairs) and the Office of the Deputy Assistant Secretary of Defense (Military Personnel and Force Management) (Personnel Administration and Services). The purpose of the survey was to provide information on the attitudes and experiences of Selected Reserve members with regard to the military identification system. The key policy questions of concern were: (1) What are the attitudes and opinions of National Guard and Reserve members toward the color of their identification cards? (2) What impact, if any, do Guard/Reserve members' feelings about differently colored ID cards have on their overall satisfaction with the reserve components and with their intention to continue service in these components?

To collect data with which to answer these questions, DMDC developed a precoded questionnaire with input from both sponsoring offices. A sample of 201 units was randomly drawn from all Selected Reserve units of size 6 or greater. Within the sampled units, all Selected Reserve members (including drilling members, military technicians, and Active Guard/Reserve or Training and Administrative Reserve Members (AGR/TARs) present at designated drills in either March or April, 1984, were asked to complete the survey questionnaires. The sample included enlisted personnel, officers, and warrant officers. A total of 13,322 out of 17,585 eligible members in 184 units responded to the survey, for a unit response rate of

91.5% and an individual response rate of 75.8% for those in responding units. The overall person response rate for the survey, when the nonresponding units were also taken into account, was 69.6%.

Respondent Characteristics

The report first examines some basic characteristics of the respondents--reserve component, status (drilling member, military technician, etc.), grade, and sex--to assess the representiveness of the sample. It then examines other respondent characteristics. The majority of the respondents - from 51% to 73%, depending on component - were married. The exception was the Marine Corps Reserve, where only one-third reported being married. The great majority (91%) had at least finished high school, and about half had had at least some college, while 10% were college graduates and 6% had earned graduate degrees. For drilling members, the average total time in service ranged from a little over four years for the Marine Corps Reserve to eleven years for the Air National Guard and Naval Reserve. The average total service for AGRs and TARs was roughly similar to that reported by drilling members, but the average length of service reported by military technicians was considerably higher - ranging from about nine to eighteen years, depending on grade and component.

Attitudes Toward Guard/Reserve Experience

Most of the respondents said they liked serving in the Guard or Reserve and intended to stay until retirement. A majority of the drilling members, the military technicians, and the AGR/TARs agreed that they could

learn skills that helped in civilian life, that they enjoyed the challenge of military training, and that the extra income was important. They also felt their units were important to their communities, that the opportunity to earn credit toward retirement was important, and that they liked being able to serve their country. They did not find the training too difficult, nor did they see a conflict with their civilian jobs; however, they were divided over whether unit drills conflicted with family activities. About half of the drilling members, military technicians, and the AGR/TARs, felt that Guard/Reserve members were not treated as equals by active force personnel.

Most of the respondents were satisfied with their supervisors, the comradeship at drill, their drill experience, and their Guard/Reserve experience in general. The strongest expression of satisfaction concerned the comradeship at drill, with which 66% to 75% indicated satisfaction. About half of the drilling members and AGR/TARs were satisfied with their status, authority, and responsibility at drill, with the use of their abilities, and with the training, pay, and recognition received, while a clear majority of military technicians were satisfied with these aspects of their Guard/Reserve experience. Respondents were somewhat less positive about the facilities and equipment at drill (41% - 56% were satisfied), and less satisfied still with their opportunities for promotion (34% - 37%) and their benefits during inactive duty (36% - 39%).

From 2% (Marine Corps Reserve) to 18% (Air National Guard) of the respondents had already completed twenty years of total service. Of the remainder, a majority in all Services except the Marine Corps Reserve said

they were "very likely" or "somewhat likely" to stay until retirement. Only 31% of the Marine Corps Reserve members thought they would stay, while 41% said they were unlikely to do so.

Military Identification - Experiences and Attitudes

It appears from the data that military ID cards are not used very often by Guard and Reserve members. Most respondents reported using their cards at least a few times in the last year at military exchanges (68% - 83%, depending on respondent status) and at entrances to military installations (62% - 74%), while a substantial number used them at least a few times at commissaries and clubs/open messes. Other uses (medical treatment, package stores, family support/child care, and recreational facilities) occurred infrequently. As might be expected, AGRs and TARs tended to use their cards more than others in the survey, since these members have the same entitlements as other active duty members. The respondents reported few problems with identification in those cases where their cards were used. The most frequently reported difficulty--at exchange facilities--was considered a problem by only 16% of the drilling members and military technicians and 9% of the AGR/TARs. Members were even less likely to report spouses' use of identification cards or problems with such use.

The members surveyed were asked a series of questions designed to assess their attitudes toward the use of differently colored ID cards by active force personnel on the one hand and Guard/Reserve members on the other. A sizeable majority agreed "strongly" or "somewhat" that the

different colors set the Guard/Reserve apart from the active force, were a means to screen people at commissaries and other facilities, and served to make clear that Guard/Reserve members were not eligible for all military entitlements. In responses to two key questions, a majority of drilling members and military technicians agreed that the use of differently colored cards "reflects the lower status some give the Guard/Reserve" (54%, 59%), while 46% of the AGR/TARs thought so. Moreover, a majority of drilling members and military technicians also felt that such use "should be discontinued in favor of a Total Force ID card" (52%, 61%), and again 46% of the AGR/TARs agreed. Only about one-third of the respondents agreed that the issue made no difference to them.

These data clearly suggest some dissatisfaction with the use of different colors for ID cards. To determine what impact such beliefs and opinions have on members' overall satisfaction with the Guard/Reserve, and on their intention to stay in the Selected Reserves until retirement, requires careful multivariate analyses to assess the relative effects of a range of factors, including these attitudes, on members' satisfaction and intentions to continue service. The final section of the report describes these analyses and presents the results.

Effects of Beliefs and Opinions about ID Card Color

After detailing a model of the factors expected to explain satisfaction and intention to stay (the outcome variables), the report discusses the way in which potential explanatory variables were defined and developed. A factor analysis was conducted to identify underlying factors

which might be useful in predicting the two outcome variables. Then these factors and other data were entered into stepwise regression analyses to screen out variables which contributed little or nothing to explaining how satisfied respondents were with the Guard/Reserve and how likely they were to say they would remain. Those variables which were determined to be relevant were then entered into general linear regressions.

The conclusion of these analyses was that the respondents' beliefs and opinions about the color of their ID cards has relatively little effect on overall satisfaction with the Guard/Reserve or with the stated intention of members to stay in the Guard/Reserve until retirement. The belief that ID card color reflects a discriminatory purpose accounted for only about two percent of the variance in each of the outcome variables. Individual background variables (e.g., pay grade) and other factors were much more important in explaining members' satisfaction. Degree of satisfaction, in turn, was a major factor in members' stated intentions to remain until retirement or to leave, as was total length of time already spent in the military.

Conclusion

While the survey shows that a majority of Guard/Reserve members believe that the use of different colors for ID cards is discriminatory and should be discontinued, their attitudes on this issue appear to have little impact on their overall satisfaction with the Guard/Reserve or with their stated intention to remain until retirement.

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BACKGROUND

This study of the Reserve Components was designed and conducted by the Defense Manpower Data Center (DMDC) in late 1983 and early 1984 at the request of the Office of the Assistant Secretary of Defense (Reserve Affairs) (OASD(RA)), formerly the Office of the Deputy Assistant Secretary of Defense (Reserve Affairs), and the Office of the Deputy Assistant Secretary of Defense (Military Personnel and Force Management) (Personnel Administration and Services) (ODASD(MP&FM)(PA&S)). Recently proposed changes in the military identification system have stimulated discussion about the use of military identification cards and other related issues. The purpose of this study was to assess the extent to which identification procedures in general and existing color coding procedures in particular affect National Guard and Reserve members' experience in and feelings about the Guard and Reserve.

The attraction and retention of well-qualified members is critical to the reserve components. If administrative policies or procedures interfere with these goals, then, where possible, the procedures should be changed. There has been some controversy about the policies involving military identification for Guard/Reserve members and their dependents. Some have argued that members of the reserve forces are inconvenienced by the present identification system, that they dislike it at least in part because it reflects a "second-class" status, and that they would prefer one means of identification for the Total Force. Others have argued that the present system is designed to serve legitimate ends, does not result in

discriminatory or unequal treatment of members of the reserve forces, and is necessary from an administrative standpoint.

Within this context, DMDC was asked to conduct a survey of unit members of the Selected Reserve. DMDC responded to this request with a proposal outlining the nature of the problem to be studied, work schedule, and resource requirements. The OASD(RA) and ODASD(MP&FM)(PA&S) provided funds to cover costs of data collection and data processing. In addition, two members of the Guard and Reserve on special active duty and two others on two-week annual training were assigned to DMDC to assist with several phases of the survey.

SURVEY METHODS

The population of interest was defined as members of the Reserve Components who were in the Selected Reserve. The Selected Reserve represents about 70 percent of the total members of the Guard and Reserve in an active status and includes those most likely to be affected by policies regarding military identification. To qualify as a possible survey participant, an individual must have been assigned to a Guard or Reserve unit as of 1 July 1983 and that status must have been shown in the 1 July 1983 Reserve Components Common Personnel Data System (RCCPDS) file. The total population as of that date was 956,966.

Sample Design and Selection

The design for this survey specified a constrained random selection of persons serving in the Selected Reserve as of 1 July 1983, stratified by reserve component and unit size. The four constraints upon the sample selected included the need to: (a) survey entire units; (b) not exceed 200 total units; (c) not exceed a total survey population of approximately 20,000; and (d) remove members who were in units of size five or less from the population prior to sampling. These constraints themselves stemmed from cost and administrative considerations associated with surveys of this kind.

Three categories of unit size were derived separately for each of the six reserve components by breaking each component's population into statistical thirds. Thus, the categories "small," "medium," and "large" as designators for unit size comprise the ranges of unit size which encompass successive thirds of each component's population. Because of variation in total population size across components and variation in the distribution of personnel across unit sizes within components, "small," "medium," and "large" units do not signify the same range of unit size across all reserve components.

Selected through a random-number-generator process, final and replacement samples were drawn, each composed of 19,339 members distributed across 201 units. A sampled unit was replaced prior to questionnaire distribution, when a point of contact could not be determined for the original unit sampled. The survey experienced an overall unit response rate of 91.5%

(184 of 201 units responding); a population response rate of 75.8% (13,322 of 17,585 rostered members responding) for responding units; and an overall person response rate of 69.6%. The denominator for this last rate, 19,150, sums the corrected number of rostered personnel provided by the responding units (17,585) and the uncorrected initial sample number for nonresponding units (1565).

Response rates for units broken down into unit size and reserve component varied from 75% to 100%. Response rates for persons by unit size and reserve component varied, with one exception, from 66% to 89%.

Weighting

The weighting for this survey was completed using a two-stage chi-square and precision weighting procedure. The units responding were weighted back to the July 1983 RCCPDS file unit population from which the sample was drawn. These weights were then adjusted for person response rates within the 18 cells which had resulted from cross-classification of unit size by reserve component. Weights ranged from .6615 to 2.9336 for the 18 weighted cells.

The derived weights were then evaluated using the member reserve population distributed into the 18 cells (large, medium, and small units in each of six components). The distributions of both unweighted and weighted members of respondents across the cells were compared to expected numbers based on the cells' proportionate representation in the file member population. The results showed that for 16 of 18 cells, the weighting procedure

increased the proportionate representativeness of the cell. In addition, the weighting procedure was found to hold the divergence in respondent number for a cell from exact population representation to less than an absolute 2.5 percent. Thus, the unweighted survey N is 13,312, while the weighted, or effective, N is 15,098. For a more complete discussion of the sample design, selection, and weighting, see Appendix A.

Questionnaire

The questionnaire was developed by DMDC based on input from OASD(RA) and ODASD(MP&FM)(PA&S) and previous studies of the reserve forces. There were two key questions: How much dissatisfaction is created by military identification procedures? Does the level of dissatisfaction adversely affect Guard and Reserve members' perceptions about the reserve program? These concerns were addressed by the inclusion of specific questions on these subjects and by data analysis.

There have been a few previous studies of the reserve forces. One is particularly important to this study and was the source of some of the questionnaire items. The 1979 Reserve Force Studies Surveys (Doering, Grissmer, & Hawes, 1981)¹ was completed by the Rand Corporation under the general sponsorship of the Office of the Assistant Secretary of Defense

1. Doering, Z.D., Grissmer, D.W., & Hawes, J.A., "1979 Reserve Force Studies Surveys: Survey Design, Sample Design and Administrative Procedures," The Rand Corporation, Santa Monica, CA: 1981.

(Manpower Reserve Affairs and Logistics). This survey examined manning problems and assessed ways of improving personnel strength in the Army National Guard and Army Reserve. The survey included questions about reasons for reserve membership, perceptions of the reserve program, and demographic characteristics of respondents.

The survey instrument used in this study was organized into four sections: work environment, military experiences and expectations, identification card (ID) utilization, and personal background. A sample of the instrument is found in Appendix B.

The instrument was pretested in several locations with about 100 test respondents. The pretesting was conducted by DMDC staff members on site. On the basis of the pretest, some minor changes were made to question wording and to the questionnaire format.

Data Collection Procedures

After the random sample of units and a random sample of replacement units had been selected, we extracted information on the units from files maintained by the National Guard Bureau, the Army Reserve, Air Force Reserve, Marine Corps Reserve and the Naval Reserve in the Pentagon. The information obtained included address, size of unit, and unit telephone number. Each component provided a point of contact for the survey. In telephone conversations with the units, we explained the survey, determined the unit's next drill date, and established a unit point of contact. We were unable to reach some units. These were replaced by units from the replacement list, and the replacing unit was called.

After each unit was contacted, survey forms, return envelopes, franked addressed return labels, and rosters of individuals assigned to the unit (as shown on the RCCPDS file) were sent by certified mail, return receipt requested. For units with drill dates in two weeks or less, the packages were sent by express mail or Federal Express. If we did not receive either a return receipt for the survey package within three weeks, or completed questionnaires from a unit within two weeks of their drill dates, we called the unit point of contact to verify that the survey package had arrived. In the few cases where packages had not arrived, we mailed a duplicate set of materials to the unit. If the unit had forgotten or misplaced the survey, we explained the purpose of the survey again and reemphasized the importance of participation.

When packages were returned, tracking information on the units was entered into an automated survey control system. The information included responding unit identification code (UIC), number of individuals assigned to the unit as of the survey administration date, and the number of individuals who were present for the survey.

The unit points of contact annotated the rosters we sent them to indicate why individuals assigned to the units were not present for the drill at which the survey was administered. This information was used after the field work had ended to determine whether a large percentage of those absent from drill were absent for reasons which might make them different from those present. Of those who were not present for drill, less than two percent were absent unofficially. Nonrespondents in a unit were not substantially different from respondents in this respect.

Data Processing

As the packages of completed questionnaires were received, they were prepared for keypunching. When the majority of the units had responded, the questionnaires and data entry specifications were sent to a data processing contractor. A preliminary data tape was delivered to DMDC on May 2, 1984 and a final tape on June 13, 1984. The data files were edited by DMDC for invalid entries and logical inconsistencies, and weights were appended to each respondent record.

DESCRIPTIVE DATA ANALYSIS

Data analysis and the preparation of this report were conducted by DMDC. The report format and content were finalized after review by OASD (Reserve Affairs), ODASD(MP&FM)(PA&S), and DMDC staff.

The remainder of the report is divided into two major sections. The first presents descriptive information about the respondents and the second discusses the use of military identification, together with concomitant problems and effects.

Respondent Characteristics

In this section we will describe the survey respondents. Table 1, p. 9, shows the percentage of respondents by reserve component and status. The majority of the respondents were drilling Guard or Reserve members (87.88%), while 6.76% were military technicians and 5.36% were Active Guard

TABLE 1
Type of Participation in Guard or Reserve by Component
(in percent)

Component	Drilling Member		Military Technician		AGR or TAR		Total	
	%	N	%	N	%	N	%	N
Army National Guard	89.58	5,266	5.60	329	4.81	283	44.92	5,878
Army Reserve	92.86	2,953	1.82	58	5.31	169	24.30	3,180
Naval Reserve	94.35	1,437	0	0	5.55	86	11.64	1,523
Marine Corps Reserve	96.28	414	0	0	3.68	16	3.28	430
Air National Guard	59.87	843	29.50	411	10.62	148	10.64	1,393
Air Force Reserve	87.41	597	12.59	86	0	0	5.22	683
Total	87.88	11,501	6.76	884	5.36	702	100.00	13,087

and Reserve (AGR) or Training and Administration Reserve (TAR) members. The percentage of respondents who were drilling members was lower for the Air National Guard (59.87%). The breakdown of respondents by reserve component was Army National Guard, 44.92%; Army Reserve, 24.30%; Naval Reserve, 11.64%; Marine Corps Reserve, 3.28%; Air National Guard, 10.64%; and Air Force Reserve, 5.22%. This distribution is similar to that of the Selected Reserve in general; the Army National Guard makes up 45.30%; the Army Reserve, 23.00%; the Naval Reserve, 10.49%; the Marine Corps Reserve 3.35%; the Air National Guard, 12.49%; and the Air Force Reserve, 5.38% (as of July 1, 1983). The total number of respondents shown in some of the following tables may vary from one table to the next. The total number of respondents referred to or shown in any table is actually the number who provided usable data for a given question.

Respondents are described by component and grade in Table 2, p. 11. For all components, 40.19% of the respondents who completed questions about grade and component were in pay grades E1-E4. The percentage of respondents in the other pay grades were E5-E9, 47.26; W1-W4, 1.39; O1-O3, 5.88; and, O4-O6, 5.28.

TABLE 2
Pay Grade and Component of Respondents

Grade	Army National Guard		Army Reserve		Naval Reserve		Marine Corps Reserve		Air National Guard		Air Force Reserve		Total	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N
E1-E4	46.21	2,670	46.62	1,448	25.59	389	74.17	313	20.44	280	23.73	168	40.19	5,268
E5-E9	43.67	2,523	39.79	1,236	54.14	823	17.77	75	72.04	987	64.27	455	47.26	6,099
W1-W4	2.42	140	1.19	37	0.53	8	.71	3	0	0	0	0	1.39	188
O1-O3	5.14	297	8.92	277	4.80	73	2.84	12	3.50	48	5.93	42	5.88	749
O4-O9	2.56	148	3.48	108	14.93	227	4.50	19	4.01	55	6.07	43	5.28	600
Total	44.78	5,778	24.07	3,106	11.78	1,520	3.27	422	10.62	1,370	5.48	708	100	12,904

Table 3, p. 13, presents information on respondent sex by component. For all components, about 10 percent of the respondents were female. The percentage of females in two of the components, Army National Guard (5.69) and Marine Corps Reserve (2.96) was notably smaller. The percentage for the Army Reserve, 19.28 was almost double that of the total.

Marital status of respondents is shown in Table 4, p. 14. Half or more of the Army National Guard, Army Reserve, and Naval Reserve were married; and about three-quarters of the Air National Guard and Air Force Reserve were married. The percentage of married respondents among the Marine Corps Reserve -- about 33 percent -- was lower.

When Tables 1 (p. 9) and 5 (p. 15) are examined, one will note that about 76% of the Marine Corps Reserve respondents were either in the lower enlisted grades (E1-E4) or lower officer grades (O1-O3). Also, the average age for the Marine Corps respondents was generally lower than that for the other components. In the subsequent analysis, age and pay grade prove to be important factors.

TABLE 3

Distribution of Respondents by Component and Sex

Component	Female		Male		Total	
	%	N	%	N	%	N
Army National Guard	5.69	365	94.31	6,061	43.32	6,427
Army Reserve	19.28	675	80.72	2,826	23.60	3,501
Naval Reserve	9.99	204	90.01	1,841	13.79	2,046
Marine Corps Reserve	2.96	16	97.04	512	3.56	528
Air National Guard	9.20	133	90.80	1,317	9.78	1,451
Air Force Reserve	13.20	117	86.80	766	5.95	883
Total	10.18	1,510	89.82	13,325	100.00	14,835

TABLE 4

Marital Status By Service

All Components

(in percent)

Component	Married	Separated	Divorced	Widowed	Single, Never Married	Total	
						%	N
Army National Guard	57.54	2.20	6.16	0.34	33.77	100	6,375
Army Reserve	50.51	3.21	8.44	0.38	37.46	100	3,490
Naval Reserve	67.00	2.42	8.16	0.14	22.27	100	2,047
Marine Corps Reserve	32.96	1.58	2.12	0.42	62.92	100	523
Air National Guard	72.82	1.68	8.04	0.40	17.07	100	1,453
Air Force Reserve	73.43	1.76	8.28	0.71	15.82	100	880

TABLE 5

Average Age of Respondents
by Grade and Component

Reserve Component

Grade	Army National Guard		Army Reserve		Naval Reserve		Marine Corps Reserve		Air National Guard		Air Force Reserve	
	Mean (N)	SD	Mean (N)	SD	Mean (N)	SD	Mean (N)	SD	Mean (N)	SD	Mean (N)	SD
E1-E4	27.20 (2,670)	15.14	27.34 (1,448)	13.91	31.90 (389)	15.74	25.41 (313)	15.60	28.90 (280)	11.29	31.02 (168)	17.75
E5-E9	38.45 (2,523)	13.15	37.13 (1,236)	12.07	37.28 (823)	12.45	33.33 (75)	12.83	38.77 (987)	9.85	38.41 (455)	12.55
W1-W4	44.64 (140)	11.23	45.54 (37)	13.62	46.04 (8)	5.31	39.19 (3)	6.66				
O1-O3	34.29 (297)	11.47	33.92 (277)	10.31	34.32 (73)	13.77	31.78 (12)	2.72	35.20 (48)	7.07	34.68 (42)	4.05
O4-O6	46.35 (148)	9.71	42.63 (108)	8.20	40.23 (227)	6.55	41.40 (19)	7.92	44.90 (55)	9.60	42.18 (43)	4.27

i. Standard Deviation

The educational attainment of respondents is described in Table 6, p. 17. For all components, about 40% had only a high school diploma or General Equivalency Diploma (GED), while about 34% reported some college, presumably in addition to a high school degree. About 10% had completed a bachelor's degree and about six percent a graduate degree. Approximately nine percent had completed less than 12 years of education.

The Naval Reserves had the highest proportion of officers at the masters or doctoral level (52%). The reported educational attainment of responding enlisted personnel in the Army National Guard was lower than that in the other components; approximately 15% had less than 12 years of education and about 48% had completed high school only. The Air Force Reserve and the Marine Corps Reserve had the highest proportion of enlisted personnel reporting some college (52% and 50% respectively) and also the highest proportion of officers holding bachelor's degrees as their highest level of educational attainment (58%, 47%). The educational level for the Marine Corp. Reserve reported in the survey is higher than that found in RCCPDS. This result can be attributed to two aspects of the Marine Corps sample. First, the five units participating in the survey had a higher overall educational attainment than units in the RCCPDS file. Second, individuals who completed questionnaires within responding units tended to have higher educational levels than those in the RCCPDS file generally. The weighting procedures which were used did not adjust for educational distribution, only unit size and component.

The average total service time of respondents is found in Table 7, p. 19. The average length of service for drilling members ranged from about four years for the Marine Corps Reserve to about 11 years for the Air National Guard and Naval Reserve. In the Army National Guard, military technicians had twice the total service that drilling members had. The length of service for military technicians in the Air National Guard (16.43 years) and Air Force Reserve (14.05 years) exceeded that of drilling members by about five years. The average total service for AGR's and TAR's was close to that reported by drilling members in the same component.

Respondent Attitude and Opinions

Having examined respondent characteristics, we will now summarize data on their general attitudes and opinions about their experience in the Guard and Reserve. Table 8, pp. 20-21, reports responses to the question of how likely the respondent was to remain in the Guard or Reserve until 20 years had been completed. Fifty percent or more of the respondents in all of the reserve components except the Marine Corps Reserve said that they were very likely or somewhat likely to remain. In contrast, about 41% of the Marine Corps Reserve reported that they were somewhat unlikely or very unlikely to stay. Table 8 shows that enlisted personnel in the higher grades are more likely than those in lower grades to say they will remain in the Guard/Reserve until retirement. Interestingly, the same is not necessarily true of officers.

Guard and Reserve drilling members' perceptions of their experience in the Reserve Forces are described in Table 9, pp. 23-24. More than three

TABLE 6

Educational Attainment By Component

Component	Less Than 12 Years		High School Diploma/GED		Some College		Bachelor's Degree		Masters or Doctorate		Other	
	%	N	%	N	%	N	%	N	%	N	%	N
Army National Guard												
Officer	0.17	1	16.35	95	32.01	186	32.87	191	17.38	101	1.20	7
Enlisted	15.34	774	48.41	2,442	28.27	1,426	4.46	225	1.78	90	1.72	87
Army Reserve												
Officer	0.24	1	1.92	8	17.03	71	39.33	164	38.61	161	2.88	12
Enlisted	9.54	250	46.76	1,225	34.20	896	5.76	151	1.98	52	1.76	46
Naval Reserve												
Officer			.97	3	1.62	5	44.81	138	52.27	161	.32	1
Enlisted	3.61	43	35.63	424	46.97	559	10.76	128	2.02	24	1.01	12
Marine Corps Reserve¹												
Officer					5.88	2	47.06	16	47.06	16		
Enlisted	3.20	12	38.13	143	50.40	189	5.33	20	2.40	9	0.53	2
Air National Guard												
Officer			3.88	4	13.59	14	45.63	47	34.95	36	1.94	2
Enlisted	2.40	30	41.05	514	45.85	574	7.67	96	1.12	14	1.92	24
Air Force Reserve												
Officer					2.35	2	57.65	49	37.65	32	2.35	2
Enlisted	1.31	8	32.35	197	51.56	314	11.00	67	2.79	17	0.99	6
Total	8.87	1,119	40.06	5,055	33.59	4,238	10.24	1,292	5.65	713	1.59	201

¹See text for discussion.

TABLE 7

Average Total Service Time of Respondents
by Component and Status, in Years

	Army National Guard		Army Reserve		Naval Reserve		Marine Corps Reserve		Air National Guard		Air Force Reserve	
	Mean (N)	S ¹	Mean (N)	S	Mean (N)	S	Mean (N)	S	Mean (N)	S	Mean (N)	S
Drilling Guard/ Reserve Member	8.20 (5,266)	8.05	7.54 (2,953)	7.34	11.34 (1,430)	7.71	4.17 (414)	5.15	11.18 (834)	8.00	9.30 (597)	6.79
Military Technician	17.92 (329)	10.77	8.78 (58)	6.42	0	0	0	0	16.43 (411)	9.26	14.05 (86)	7.60
Active Guard/Reserve (AGR, TAR)	10.62 (283)	6.17	10.55 (169)	10.21	9.98 (86)	6.22	6.38 (16)	5.18	10.86 (148)	6.10	0	0

¹Standard deviation

TABLE 8

Likelihood That Drilling Members Will Stay

in Guard or Reserve

Until 20 Year Retirement

	E1-E4		E5-E9		W1-W4		O1-O3		O4-O6		All	
	N	%	N	%	N	%	N	%	N	%	N	%
Already completed 20 "good" years												
Army National Guard	30	8.20	235	64.21	32	8.74	2	0.55	67	18.31	366	100.00
Army Reserve	8	7.92	62	61.39	9	8.91	2	1.98	20	19.80	101	100.00
Naval Reserve	1	0.57	126	72.41	6	3.45			41	23.56	174	100.00
Marine Corps Reserve			4	57.14	1	14.29			2	28.57	7	100.00
Air National Guard			96	90.57					10	9.43	106	100.00
Air Force Reserve	1	2.44	31	75.61					9	21.95	41	100.00
											795	7.14
Very Likely												
Army National Guard	602	28.44	1,228	58.01	48	2.27	194	9.16	45	2.13	2,117	100.00
Army Reserve	409	30.45	706	52.57	18	1.34	142	10.57	68	5.06	1,343	100.00
Naval Reserve	115	15.99	407	56.61	2	0.28	37	5.15	158	21.97	719	100.00
Marine Corps Reserve	22	27.85	34	43.04	1	1.27	7	8.86	15	18.99	79	100.00
Air National Guard	93	20.67	314	69.78			21	4.67	22	4.89	450	100.00
Air Force Reserve	50	16.18	216	69.90			22	7.12	21	6.80	309	100.00
											5,017	45.05
Somewhat Likely												
Army National Guard	411	57.56	257	35.99	7	0.98	36	5.04	3	0.42	714	100.00
Army Reserve	259	59.13	128	29.22	4	0.91	39	8.90	8	1.83	438	100.00
Naval Reserve	69	35.94	95	49.48			11	5.73	17	8.85	192	100.00
Marine Corps Reserve	30	69.77	11	25.58					2	4.65	43	100.00
Air National Guard	47	45.19	53	50.96			2	1.92	2	1.92	104	100.00
Air Force Reserve	29	37.66	42	54.55			6	7.79			77	100.00
											1,568	14.08

TABLE 8 (Con't)

	E1-E4		E5-E9		W1-W4		01-03		04-06		A11	
	N	%	N	%	N	%	N	%	N	%	N	%
Uncertain												
Army National Guard	875	74.79	270	23.08	5	0.43	19	1.62	1	0.09	1,170	100.00
Army Reserve	450	69.98	145	22.55			42	6.53	6	0.93	643	100.00
Naval Reserve	103	50.24	77	37.56			21	10.24	4	1.95	205	100.00
Marine Corps Reserve	90	89.11	9	8.91			2	1.98			101	100.00
Air National Guard	59	56.73	42	40.38			3	2.88			104	100.00
Air Force Reserve	45	50.00	37	41.11			8	8.89			90	100.00
											<u>2,313</u>	<u>20.77</u>
Somewhat Unlikely												
Army National Guard	168	76.71	45	20.55	1	0.46	5	2.28			219	100.00
Army Reserve	64	62.75	20	19.61			18	17.65			102	100.00
Naval Reserve	17	58.62	11	37.93			1	3.45			29	100.00
Marine Corps Reserve	33	89.19	3	8.11			1	2.70			37	100.00
Air National Guard	6	60.00	4	40.00							10	100.00
Air Force Reserve	10	66.67	5	33.33							15	100.00
											<u>412</u>	<u>3.70</u>
Very Unlikely												
Army National Guard	435	80.56	95	17.59			10	1.85			540	100.00
Army Reserve	175	76.42	40	17.47			13	5.68	1	0.44	229	100.00
Naval Reserve	46	66.67	20	28.99			2	2.90	1	1.45	69	100.00
Marine Corps Reserve	124	94.66	6	4.58			1	0.76			131	100.00
Air National Guard	15	48.39	14	45.16			2	6.45			31	100.00
Air Force Reserve	19	61.29	12	38.71							31	100.00
											<u>1,031</u>	<u>9.26</u>
											<u>11,136</u>	<u>100.00</u>

quarters of the drilling members in all reserve components believed they could learn skills that were helpful in civilian life, and 57% thought that their units were important to the community. About 80% also said that they liked being in the reserve program because it provided an opportunity to serve the country. Again, over 75% agreed that they enjoyed the challenge of military training. Two compensation issues, the extra income from participation and the opportunity to earn retirement credit, were important to just under eighty percent. Almost 60% indicated they did not have difficulty meeting training requirements. About 30% agreed that drills conflicted with their civilian job and about 43% agreed that drill activities conflicted with family life. About 29% of the respondents thought that Guard or Reserve members were treated as equals by active force personnel. More than half disagreed that this was the case.

TABLE 9

Drilling Members' Perceptions about Participation in Guard/Reserve

All Components

(in percent)

	Strongly Agree		Agree Somewhat		Neither Agree Nor Disagree		Disagree Somewhat		Strongly Disagree	
	N	%	N	%	N	%	N	%	N	%
15a. I can learn skills that help in civilian life	4,425	37.51	4,494	38.09	1,297	10.99	688	5.83	688	5.83
b. It is too difficult to meet training requirements	597	5.06	1,901	16.11	2,068	17.53	3,095	26.24	3,901	33.07
c. I enjoy the challenge of military training	5,074	43.01	3,953	33.51	1,619	13.72	508	4.31	410	3.48
d. My unit drills conflict with my civilian job	1,066	9.04	2,440	20.68	1,844	15.63	2,092	17.73	4,053	34.36
e. The extra income is important to me	6,539	55.43	2,890	24.50	1,279	10.84	392	3.32	430	3.64
f. Guard/Reserve members are treated as equals by Active Force personnel	1,064	9.02	2,375	20.13	2,004	16.99	2,944	24.96	3,192	27.06
g. My unit is important to my community	3,683	31.22	3,037	25.74	3,068	26.01	907	7.69	847	7.18

TABLE 9 (CON'T)

	Strongly Agree		Agree Somewhat		Neither Agree Nor Disagree		Disagree Somewhat		Strongly Disagree	
	N	%	N	%	N	%	N	%	N	%
h. I'm bored with unit activities	1,130	9.58	2,144	18.17	2,473	20.96	2,489	21.10	3,310	28.06
i. The opportunity to earn credit toward retirement is important to me	6,595	55.90	2,606	22.09	1,505	12.76	382	3.24	475	4.03
j. My unit drills conflict with my family activities	1,293	10.96	3,748	31.77	2,314	19.62	1,807	15.32	2,391	20.27
k. I like being in the Guard/Reserve because it gives me a chance to serve my country	6,035	51.16	3,412	28.92	1,519	12.88	256	2.17	357	3.03
l. I have difficulty getting to my Guard/Reserve unit	591	5.01	1,282	10.87	1,692	14.34	2,055	17.42	5,939	50.34

The perceptions of military technicians and AGR/TARs with respect to their experiences with the reserve forces are described separately in Tables 10 and 11, pp. 26-27, and pp. 28-29, respectively. For military technicians and AGR/TARs the same general patterns observed in members' responses were replicated.

Tables 12-14, pp. 30-35, present information about satisfaction with Guard or Reserve experience. In general, drilling members who responded were quite satisfied (about 50% or more were mostly or completely satisfied) with the overall Guard/Reserve experience, the use of their talents and abilities, the supervisors, comradeship at drill, recognition, pay, and responsibility. Slightly lower proportions - on the order of 45% - expressed satisfaction with their status and authority at drill and with the training received. Respondents were not quite as satisfied with opportunities for promotion: 37% were satisfied while 33% were unsatisfied. With regard to fringe benefits, 36% were satisfied and 32% unsatisfied. Responses of military technicians and AGR/TARs are shown in Tables 13 and 14.

Descriptive Information on Military Identification Use

Table 15, p. 36, shows the color of ID card respondents thought was assigned to dependents, active duty personnel, retirees, and reserve forces. It is interesting to note that respondents described the color of the card in several ways.

TABLE 10

Military Technicians' Perceptions about Participation in Guard/Reserve

All Components

	Strongly Agree		Agree Somewhat		Neither Agree Nor Disagree		Disagree Somewhat		Strongly Disagree	
	N	%	N	%	N	%	N	%	N	%
15a. I can learn skills that help in civilian life	499	53.54	290	31.12	62	6.65	51	5.47	23	2.47
b. It is too difficult to meet training requirements	55	5.90	201	21.57	119	12.77	239	25.64	312	33.48
c. I enjoy the challenge of military training	418	44.85	271	29.08	155	16.63	40	4.29	38	4.08
d. My unit drills conflict with my civilian job	34	3.65	60	6.44	162	17.38	70	7.51	587	62.98
e. The extra income is important to me	585	62.77	208	22.32	96	10.30	17	1.82	18	1.93
f. Guard/Reserve members are treated as equals by Active Force personnel	78	8.37	199	21.35	132	14.16	255	27.36	259	27.79
g. My unit is important to my community	386	41.42	251	26.93	176	18.88	50	5.36	59	6.33

TABLE 10 (CON'T)

	Strongly Agree		Agree Somewhat		Neither Agree Nor Disagree		Disagree Somewhat		Strongly Disagree	
	N	%	N	%	N	%	N	%	N	%
h. I'm bored with unit activities	68	7.30	124	13.30	191	20.49	191	20.49	351	37.66
i. The opportunity to earn credit toward retirement is important to me	665	71.35	151	16.20	70	7.51	15	1.61	22	2.36
j. My unit drills conflict with my family activities	115	12.34	370	39.70	143	15.34	117	12.55	181	19.42
k. I like being in the Guard/Reserve because it gives me a chance to serve my country	557	59.76	231	24.79	102	10.94	15	1.61	18	1.93
l. I have difficulty getting to my Guard/Reserve unit	19	2.04	32	3.43	99	10.62	118	12.66	655	70.28

TABLE 11

AGR/TARs' Perceptions About Participation in Guard/Reserve

All Components

	Strongly Agree		Agree Somewhat		Neither Agree Nor Disagree		Disagree Somewhat		Strongly Disagree	
	N	%	N	%	N	%	N	%	N	%
15a. I can learn skills that help in civilian life	315	43.69	264	36.62	57	7.91	33	4.58	29	4.02
b. It is too difficult to meet training requirements	49	6.80	148	20.53	107	14.84	150	20.80	242	33.56
c. I enjoy the challenge of military training	367	50.90	205	28.43	85	11.79	21	2.91	18	2.50
d. My unit drills conflict with my civilian job	26	3.61	77	10.68	177	24.55	66	9.15	312	43.27
e. The extra income is important to me	312	43.27	105	14.56	176	24.41	16	2.22	43	5.96
f. Guard/Reserve members are treated as equals by Active Force personnel	95	13.18	150	20.80	91	12.62	172	23.86	188	26.07
g. My unit is important to my community	301	41.75	182	25.24	142	19.69	42	5.83	30	4.16

TABLE 11 (CON'T)

	Strongly Agree		Agree Somewhat		Neither Agree Nor Disagree		Disagree Somewhat		Strongly Disagree	
	N	%	N	%	N	%	N	%	N	%
h. I'm bored with unit activities	51	7.07	112	15.53	133	18.45	151	20.94	252	34.95
i. The opportunity to earn credit toward retirement is important to me	523	72.54	87	12.07	54	7.49	16	2.22	15	2.08
j. My unit drills conflict with my family activities	70	9.71	205	28.43	155	21.50	90	12.48	160	22.19
k. I like being in the Guard/Reserve because it gives me a chance to serve my country	429	59.50	182	25.24	64	8.88	11	1.53	13	1.80
l. I have difficulty getting to my Guard/Reserve unit	23	3.19	41	5.69	97	13.45	87	12.07	436	60.47

TABLE 12

Drilling Members' Satisfaction with Guard/Reserve Experience

All Components

	Completely Satisfied		Mostly Satisfied		About Average		Mostly Unsatisfied		Completely Unsatisfied	
	N	%	N	%	N	%	N	%	N	%
16. (How satisfied are you:)										
a. In general, about all your inactive duty Guard/Reserve experience	1,814	15.18	5,116	42.80	3,781	31.63	691	5.78	263	2.20
b. In general, about your drill experience	1,828	15.29	5,074	42.45	3,610	30.20	898	7.51	244	2.04
c. About the amount of authority you have at drill	2,058	17.22	3,355	28.07	3,923	32.82	1,414	11.83	801	6.70
d. About the amount of status you have at drill	2,137	17.88	3,469	29.02	4,058	33.95	1,199	10.03	697	5.83
e. About the use of your talents and abilities at drill	2,261	18.92	3,628	30.35	3,154	26.39	1,649	13.80	961	8.04
f. About the supervisors you have at drill	2,862	23.94	4,274	35.76	2,937	24.57	956	8.00	591	4.94
g. About the comradeship you have at drill	4,036	33.77	4,149	34.71	2,571	21.51	502	4.20	357	2.99

TABLE 12 (Con't)

	Completely Satisfied		Mostly Satisfied		About Average		Mostly Unsatisfied		Completely Unsatisfied	
	N	%	N	%	N	%	N	%	N	%
h. About the amount and kind of recognition you get for work well done at drill	2,429	20.32	3,550	29.70	3,365	28.15	1,397	11.69	917	7.67
i. About the opportunity for promotion during inactive duty	1,751	14.65	2,722	22.77	3,230	27.02	1,982	16.58	1,928	16.13
j. About the training you get at drill	1,711	14.31	3,756	31.42	3,807	31.85	1,581	13.23	754	6.31
k. About the facilities or equipment at drill	1,710	14.31	3,240	27.11	3,444	28.81	1,949	16.31	1,244	10.41
l. About the amount of drill pay	2,180	18.24	4,007	33.52	3,388	28.34	1,148	9.60	878	7.35
m. About the amount of fringe benefits you receive during inactive duty	1,477	12.36	2,866	23.98	3,476	29.08	2,178	18.22	1,639	13.71
n. About the opportunity for a sense of accomplishment you have at drill	1,789	14.97	3,843	32.15	4,041	33.81	1,307	10.93	657	5.50
o. About the amount of responsibility you have in drill	2,227	18.63	3,770	31.54	3,962	33.15	1,107	9.26	584	4.89

TABLE 13

Military Technicians' Satisfaction with Guard/Reserve Experience

All Components

	Completely Satisfied		Mostly Satisfied		About Average		Mostly Unsatisfied		Completely Unsatisfied	
	N	%	N	%	N	%	N	%	N	%
16. (How satisfied are you:)										
a. In general, about all your inactive duty Guard/Reserve experience	207	22.21	456	48.93	271	23.71	31	3.33	9	0.97
b. In general, about your drill experience	198	21.24	417	44.74	245	26.29	53	5.69	9	0.97
c. About the amount of authority you have at drill	267	28.65	287	30.79	229	24.57	94	10.09	44	4.72
d. About the amount of status you have at drill	257	27.58	301	32.30	242	25.97	91	9.76	29	3.11
e. About the use of your talents and abilities at drill	274	29.40	329	35.30	200	21.46	90	9.66	31	3.33
f. About the supervisors you have at drill	241	28.56	357	38.30	209	22.42	86	9.23	31	3.33
g. About the comradeship you have at drill	344	36.91	354	37.98	182	19.53	34	3.65	11	1.18

TABLE 13 (Con't)

	Completely Satisfied		Mostly Satisfied		About Average		Mostly Unsatisfied		Completely Unsatisfied	
	N	%	N	%	N	%	N	%	N	%
h. About the amount and kind of recognition you get for work well done at drill	188	20.17	288	30.90	241	25.86	128	13.73	81	8.69
i. About the opportunity for promotion during inactive duty	159	17.06	178	19.10	195	20.92	179	19.21	212	22.75
j. About the training you get at drill	180	19.31	322	34.55	286	30.69	98	10.52	38	4.08
k. About the facilities or equipment at drill	206	22.10	297	31.87	248	26.61	112	12.02	64	6.87
l. About the amount of drill pay	221	23.71	334	35.84	243	26.07	75	8.05	52	5.58
m. About the amount of fringe benefits you receive during inactive duty	127	13.63	221	23.71	250	26.82	181	19.42	147	15.77
n. About the opportunity for a sense of accomplishment you have at drill	178	19.10	347	37.23	272	29.18	101	10.84	30	3.22
o. About the amount of responsibility you have in drill	258	27.68	318	34.12	236	25.32	85	9.12	31	3.33

TABLE 14

AGR/TARS' Satisfaction with Guard/Reserve Experience

All Components

	Completely Satisfied		Mostly Satisfied		About Average		Mostly Unsatisfied		Completely Unsatisfied	
	N	%	N	%	N	%	N	%	N	%
16. (How satisfied are you:)										
a. In general, about all your inactive duty Guard/Reserve experience	159	22.05	300	41.61	170	23.58	27	3.74	12	1.66
b. In general, about your drill experience	139	19.28	289	40.08	177	24.55	46	6.38	14	1.94
c. About the amount of authority you have at drill	157	21.78	204	28.29	190	26.35	70	9.71	37	5.13
d. About the amount of status you have at drill	171	23.72	188	26.07	212	29.40	62	8.60	28	3.88
e. About the use of your talents and abilities at drill	172	23.86	217	30.10	174	24.13	60	8.32	38	5.27
f. About the supervisors you have at drill	187	25.94	221	30.65	166	23.02	56	7.77	30	4.16
g. About the comradeship you have at drill	232	32.18	247	34.26	136	18.86	34	4.72	18	2.50

TABLE 14 (Con't)

	Completely Satisfied		Mostly Satisfied		About Average		Mostly Unsatisfied		Completely Unsatisfied	
	N	%	N	%	N	%	N	%	N	%
h. About the amount and kind of recognition you get for work well done at drill	145	20.11	196	27.18	179	24.83	90	12.48	56	7.77
i. About the opportunity for promotion during inactive duty	102	14.15	144	19.97	172	23.86	119	16.50	120	16.64
j. About the training you get at drill	117	16.23	235	32.59	194	26.91	77	10.68	40	5.55
k. About the facilities or equipment at drill	125	17.34	210	29.13	198	27.46	84	11.65	44	6.10
l. About the amount of drill pay	161	22.33	201	27.88	172	23.86	36	4.99	69	9.57
m. About the amount of fringe benefits you receive during inactive duty	127	17.61	152	21.08	184	25.52	94	13.04	90	12.48
n. About the opportunity for a sense of accomplishment you have at drill	148	20.53	208	28.85	214	29.68	69	9.57	26	3.61
o. About the amount of responsibility you have in drill	175	24.27	213	29.54	187	25.94	61	8.46	26	3.61

Table 15

Responses to Question on
Color of ID Card¹
All Components
(in percent)

	<u>Status</u>			
	<u>Active Force Personnel</u>	<u>Guard/Reserve Personnel</u>	<u>Military Retirees</u>	<u>Dependents (Active or Guard/Reserve)</u>
<u>Color</u>				
Black	.00	.00	<u>2.58</u>	.00
Blue	.01	.01	<u>6.10</u>	1.12
Brown	.00	.00	1.82	<u>10.31</u>
Gold	.00	.00	.01	<u>6.00</u>
Gray	.01	.00	<u>19.77</u>	1.51
Green	<u>64.95</u>	1.19	2.71	2.10
Ivory				.00
Orange				.00
Purple				.00
Red	1.00	<u>87.21</u>	2.02	7.42
Turquoise	.01			
Wheat				.00
White		.03	2.89	<u>7.46</u>
Missing	33.11	11.31	61.35	63.75
Total	99.09	99.75	99.25	99.67

1. Correct responses are underlined. Where .00 is shown, the percentage of responses was rounded to .00.

Tables 16-21, pp. 38-43, present information on drilling members', military technicians', and AGR/TARs' use of military identification cards and problems with use. With respect to drilling member use for entrance to military installations, about 14% used identification a few times a month, about 35% a few times a year, and about 38% never used their cards for this purpose.¹ Most had either no problem or only a slight problem in entering the installations. The pattern was similar for use of identification in exchange facilities and for problems which might arise. Over half of the drilling members responding said they never used identification to enter commissary facilities. Although no definite conclusions can be drawn because of the phrasing of the question, it may be that many did not use commissary facilities at all. Of those who did use the facilities, slightly less than half had either no problem or only a slight problem. In general, very few of the drilling members responding reported encountering serious problems in their use of military identification.

According to data presented in Table 22, p. 44, about one-third of the drilling members responding agreed "strongly" or "somewhat" that the use of a differently colored ID card for Guard or Reserve and Active Force personnel was based on tradition, served an administrative purpose, and made no difference to them. On the other hand, almost three quarters of the respondents thought that the ID card set the Guard and Reserve apart from the active force. About 58% thought that it made their ineligibility for all military entitlements clear. About 52% of the respondents thought

¹It should be noted that small numbers of drilling members and technicians indicate frequent use of facilities for which they would not normally have a continuing entitlement. Some of these cases may represent response error. It should be noted, however, that a drilling member spouse of an active duty member would have these entitlements as a dependent. Similarly, a drilling member receiving incapacitation pay would be entitled to medical treatment, etc.

TABLE 16

Drilling Members' Use of Military Identification
All Components
(in percent)

	Daily		Few Times a Week		Few Times a Month		Few Times a Year		Never	
	N	%	N	%	N	%	N	%	N	%
18a. Entrance to Military Installation	538	4.50	594	4.97	1,662	13.90	4,197	35.11	4,552	38.08
b. Exchange Facilities	516	4.32	667	5.58	1,724	14.42	4,838	40.48	3,819	31.95
c. Commissary	426	3.56	308	2.58	656	5.49	3,428	28.68	6,669	55.79
d. Medical Treatment	241	2.02	117	.98	279	2.33	1,581	13.23	9,249	77.38
e. Package Store	337	2.82	238	1.99	513	4.29	2,433	20.35	7,978	66.74
f. Club/Open Mess	368	3.08	317	2.65	915	6.92	3,158	26.42	6,855	57.35
g. Family Support/ Child Care	137	1.15	75	.63	127	1.06	422	3.53	10,688	89.42
h. Recreational Facilities	281	2.35	268	2.24	426	3.56	1,938	16.21	8,586	71.83

TABLE 17

Military Technicians' Use of Military Identification

All Components
(in percent)

	Daily		Few Times a Week		Few Times a Month		Few Times a Year		Never	
	N	%	N	%	N	%	N	%	N	%
18a. Entrance to Military Installation	50	5.36	44	4.72	103	11.05	427	45.82	293	31.44
b. Exchange Facilities	45	4.83	43	4.61	159	17.06	441	47.32	228	24.46
c. Commissary	39	4.18	15	1.61	23	2.47	334	35.84	499	53.54
d. Medical Treatment	16	1.72	7	.75	11	1.10	94	10.09	779	83.58
e. Package Store	25	2.68	12	1.29	24	2.58	188	20.17	655	70.28
f. Club/Open Mess	18	1.93	19	2.04	63	6.76	257	27.58	551	59.12
g. Family Support/ Child Care	8	.86	6	.64	7	.75	22	2.36	860	92.27
h. Recreational Facilities	11	1.18	11	1.18	31	3.33	124	13.30	729	78.22

TABLE 18

AGR/TARs' Use of Military Identification

All Components

(in percent)

	Daily		Few Times a Week		Few Times a Month		Few Times a Year		Never	
	N	%	N	%	N	%	N	%	N	%
18a. Entrance to Military Installation	94	13.04	62	8.60	132	18.31	233	32.32	186	25.80
b. Exchange Facilities	62	8.60	74	10.26	179	24.83	271	37.59	121	16.78
c. Commissary	61	8.46	52	7.21	153	21.22	215	29.82	225	31.21
d. Medical Treatment	41	5.69	24	3.33	57	7.91	234	32.45	343	47.57
e. Package Store	44	6.10	32	4.44	72	9.99	188	26.07	367	50.90
f. Club/Open Mess	39	5.41	30	4.16	66	9.15	241	33.43	326	45.21
g. Family Support/ Child Care	24	3.33	12	1.66	40	5.55	65	9.02	556	77.12
h. Recreational Facilities	36	4.99	34	4.72	40	5.55	126	17.48	467	64.77

TABLE 19

Drilling Members' Problems With Use of Military Identification

All Components

	No Problem		A Slight Problem		A Serious Problem		No Experience	
	N	%	N	%	N	%	N	%
19a. Entrance to Military Installations	6,949	58.14	940	7.86	284	2.38	3,404	28.48
b. Exchange Facilities	6,693	55.99	1,401	11.72	512	4.28	2,949	24.67
c. Commissary	4,539	37.97	941	7.87	867	7.25	5,167	43.23
d. Medical Treatment	3,184	26.64	370	3.10	425	3.56	7,510	62.83
e. Package Store	4,068	34.03	573	4.79	451	3.77	6,408	53.61
f. Club/Open Mess	5,067	42.39	584	4.89	323	2.70	5,531	46.27
g. Family Support/Child Care	1,973	16.51	174	1.46	263	2.20	9,066	75.85
h. Recreational Facilities	3,691	30.88	448	3.75	312	2.61	7,068	59.13

TABLE 20

Military Technicians' Problems With Use of Military Identification

All Components

	No Problem		A Slight Problem		A Serious Problem		No Experience	
	N	%	N	%	N	%	N	%
19a. Entrance to Military Installations	636	68.24	60	6.44	24	2.58	199	21.35
b. Exchange Facilities	607	65.13	121	12.98	40	4.29	151	16.20
c. Commissary	389	41.74	93	9.98	97	10.41	334	35.48
d. Medical Treatment	213	22.85	27	2.90	41	4.40	631	67.70
e. Package Store	331	35.52	40	4.29	26	2.79	514	55.15
f. Club/Open Mess	410	43.99	47	5.04	31	3.33	422	45.28
g. Family Support/Child Care	137	14.70	9	0.97	19	2.04	745	79.94
h. Recreational Facilities	246	26.39	35	3.76	21	2.25	611	65.56

TABLE 21

AGR/TARs' Problems With Use of Military Identification

All Components

	No Problem		A Slight Problem		A Serious Problem		No Experience	
	N	%	N	%	N	%	N	%
19a. Entrance to Military Installations	540	74.90	38	5.27	11	1.53	120	16.64
b. Exchange Facilities	564	78.22	47	6.52	19	2.64	79	10.96
c. Commissary	486	67.41	43	5.96	30	4.16	147	20.39
d. Medical Treatment	398	55.20	32	4.44	19	2.64	252	34.95
e. Package Store	388	53.81	25	3.47	18	2.50	270	37.45
f. Club/Open Mess	414	57.42	37	5.13	10	1.39	240	33.29
g. Family Support/Child Care	232	32.18	18	2.50	13	1.80	436	60.47
h. Recreational Facilities	313	43.41	19	2.64	14	1.94	357	49.51

TABLE 22

Drilling Members' Perceptions About The Use of Differently Colored ID Cards

All Services

	Strongly Agree		Agree Somewhat		Neither Agree Nor Disagree		Disagree Somewhat		Strongly Disagree	
	N	%	N	%	N	%	N	%	N	%
20. The use of a different color for ID cards for the Guard/Reserve and Active Force Personnel										
a. Is based on tradition	1,791	14.98	1,789	14.97	5,310	44.42	916	7.66	1,828	15.29
b. Is a means to easily screen people at the commissary, BX/PX, clinic, etc.	5,215	43.63	3,486	29.16	2,130	17.82	310	2.59	526	4.40
c. Sets the Guard/Reserve apart from the Active Force	5,695	47.64	3,000	25.10	1,941	16.24	399	3.34	626	5.24
d. Should be discontinued in favor of a Total Force ID card	4,622	38.67	1,569	13.13	2,913	24.37	1,067	8.93	1,493	12.49
e. Serves only an administrative purpose	2,169	18.15	2,561	21.43	4,238	35.46	1,210	10.12	1,447	12.11
f. Reflects the lower status some give the Guard/Reserve	3,812	31.89	2,631	22.01	2,846	23.81	919	7.69	1,439	12.04
g. Makes no difference as far as I am concerned	2,053	17.18	1,546	12.93	3,482	29.13	1,465	12.26	3,107	25.99
h. Is to make clear to Guard/Reserve members that they are not eligible for all military entitlements	4,273	35.75	2,623	21.94	2,766	23.14	713	5.97	1,264	10.57

the current ID system should be discontinued in favor of a Total Force ID Card. About 54% thought that the ID card reflected the lower status some gave the Guard and Reserve. These data suggest that a substantial percentage of Guard and Reserve members do associate a different ID card color with a lower status in comparison to the active force. Further analysis shows that the overall impact of this perception is negligible with respect to overall satisfaction with the reserve components and intention to continue service in these components.

Tables 23, p. 46, and 24, p. 47, present the responses of military technicians and AGR/TARs. The responses were similar to those of drilling members. Of interest, the responses of each group to the question of discontinuing the differently colored cards ranged from about 46% to 61% (strongly agreed or agreed). Respondents in the three groups were more likely to be in agreement over the importance of having differently colored cards; around 30% in each group strongly agreed or agreed that card color made no difference.

Members' reports of spouses' need to identify themselves and problems spouses experienced are presented in Tables 25 and 26, pp. 48 and 49. Approximately 60% or more said that their spouses never needed to identify themselves to gain entrance to military installations, use exchange facilities, or use the commissary. Eighty percent or more did not use identification for medical treatment, the package store, the club or open mess, or for family support, child care, or recreational facilities. As was true for member use of the ID card and privileges or services, many spouses do not seem to use privileges or services. Over half of the respondents reported (Table 26) that their spouses had had no experience with entrance

TABLE 23

	Strongly Disagree N	Disagree N	Agree N	Strongly Agree N	Total N	Mean Score	Standard Deviation
1. The more I know about the world, the more I realize how small I am.	144	144	144	144	576	3.17	0.79
2. The more I know about the world, the more I realize how much I have to learn.	144	144	144	144	576	3.68	0.79
3. The more I know about the world, the more I realize how much I have to do.	144	144	144	144	576	4.08	0.79
4. The more I know about the world, the more I realize how much I have to be.	144	144	144	144	576	3.37	0.79
5. The more I know about the world, the more I realize how much I have to feel.	144	144	144	144	576	3.47	0.79
6. The more I know about the world, the more I realize how much I have to think.	144	144	144	144	576	3.47	0.79
7. The more I know about the world, the more I realize how much I have to act.	144	144	144	144	576	3.47	0.79
8. The more I know about the world, the more I realize how much I have to be a part of.	144	144	144	144	576	3.47	0.79
9. The more I know about the world, the more I realize how much I have to be a part of the world.	144	144	144	144	576	3.47	0.79
10. The more I know about the world, the more I realize how much I have to be a part of the world.	144	144	144	144	576	3.47	0.79

TABLE 24

AGR/IARs' Perceptions About The Use of Differently Colored ID Cards

All Services

	Strongly Agree		Agree Somewhat		Neither Agree Nor Disagree		Disagree Somewhat		Strongly Disagree	
	N	%	N	%	N	%	N	%	N	%
20. The use of a different color for ID cards for the Guard/Reserve and Active Force Personnel										
a. is based on tradition	129	17.89	115	15.95	297	41.19	58	8.04	112	15.53
b. is a means to easily screen people at the commissary, BX/PX, clinic, etc.	404	56.03	186	25.80	80	11.10	16	2.22	28	3.88
c. Sets the Guard/Reserve apart from the Active Force	359	49.79	171	23.72	113	15.67	22	3.05	48	6.66
d. Should be discontinued in favor of a Total Force ID card	223	30.93	109	15.12	145	20.11	76	10.54	159	22.05
e. Serves only an administrative purpose	119	16.50	129	17.89	261	36.20	77	10.68	120	16.64
f. Reflects the lower status some give the Guard/Reserve	209	28.99	125	17.34	151	20.94	82	11.37	144	19.97
g. Makes no difference as far as I am concerned	138	19.14	93	12.90	187	25.94	83	11.51	210	29.13
h. Is to make clear to Guard/Reserve members that they are not eligible for all military entitlements	266	36.89	162	22.47	155	21.50	50	6.93	80	11.10

TABLE 25

Reports of Spouses' Need to Identify Themselves

(Spouses of Drilling Members)

All Components

	Daily		Few Times a Week		Few Times a Month		Few Times a Year		Never	
	N	%	N	%	N	%	N	%	N	%
21. During past year spouse needed to identify himself/herself for:										
a. Entrance to Military Installation	115	1.70	119	1.76	330	4.87	1,078	15.91	4,356	64.30
b. Use of Exchange Facilities	118	1.74	123	1.82	410	6.05	1,284	18.95	4,054	59.85
c. Use of Commissary	105	1.55	58	.86	135	1.99	1,145	16.90	4,525	66.80
d. Medical Treatment	60	.89	41	.61	77	1.14	195	2.88	5,583	82.42
e. Use of Package Store	62	.92	42	.62	84	1.24	314	4.64	5,458	80.57
f. Use of Club/Open Mess	58	.86	42	.62	111	1.64	305	4.50	5,437	80.26
g. Family Support/Child Care	54	.80	38	.56	61	.90	134	1.98	5,666	83.64
h. Use of Recreational Facilities	74	1.09	42	.62	90	1.33	305	4.50	5,449	80.44

TABLE 26

Reports of Spouses' Problems With Identification
(Spouses of Drilling Members)

All Components

	No Problem		A Slight Problem		A Serious Problem		No Experience	
	N	%	N	%	N	%	N	%
22a. Entrance to Military Installations	1,207	17.82	502	7.41	305	4.50	3,946	58.25
b. Use of Exchange Facilities	1,115	16.46	587	8.67	408	6.02	3,850	56.83
c. Use of Commissary	842	12.43	431	6.36	402	5.93	4,275	63.11
d. Medical Treatment	380	5.61	92	1.36	174	2.57	5,290	78.09
e. Use of Package Store	439	6.48	123	1.82	181	2.67	5,193	76.66
f. Use of Club/Open Mess	488	7.20	117	1.73	156	2.30	5,182	76.50
g. Family Support/Child Care	334	4.93	84	1.24	130	1.92	5,393	79.61
h. Use of Recreational Facilities	451	6.66	123	1.82	162	2.39	5,200	76.76

to military installations, use of exchange facilities, or commissary.

Three quarters or more reported no experience with the other facilities and services and had thus no difficulties with identification. Again, the pattern of responses for drilling members and military technicians was similar (Tables 27, 28, pp. 51 and 52). AGRs and TARs were not asked these questions about their spouses.

Considering reported problems with use of military identification by members (Tables 19, 20) and by spouses (Tables 26, 28), members themselves had relatively few problems, but a slightly higher percentage of spouses seemed to experience problems. It is not clear whether problems arise more frequently in situations in which fewer Guard or Reserve members themselves are involved or whether spouses' lack of familiarity with the situation increases the likelihood that they will have problems.

Table 29, p. 53, shows the distance between home and installation, base/post exchange, and commissary reported by respondents. Fifty percent of the respondents reported that they lived within 30 miles of an installation, within 36 miles of an exchange, and within 46 miles of a commissary. Seventy-five percent lived within 75 miles of an installation, 90 miles of an exchange and 100 miles of a commissary. The remaining 25% lived from 76 to 300 or more miles from an installation, exchange, or commissary.

In Table 30, p. 54, the reported availability of auto decals is presented. A little over a third of the respondents had been provided a Department of Defense decal, and 13% had been provided another type of decal. The rest, 52%, reported having no decals.

TABLE 27

Reports of Spouses' Need to Identify Themselves
(Spouses of Military Technicians)

All Components

	Daily		Few Times a Week		Few Times a Month		Few Times a Year		Never	
	N	%	N	%	N	%	N	%	N	%
21. During past year spouse needed to identify himself/herself for:										
a. Entrance to Military Installation	14	1.93	14	1.93	31	4.28	158	21.82	441	60.91
b. Use of Exchange Facilities	15	2.07	10	1.38	35	4.83	180	24.86	414	57.18
c. Use of Commissary	12	1.66	7	.97	16	2.21	156	21.55	464	64.09
d. Medical Treatment	10	1.38			8	1.10	15	2.07	618	85.36
e. Use of Package Store	8	1.10	1	.14	9	1.24	17	2.35	617	85.22
f. Use of Club/Open Mess	7	.97	1	.14	12	1.66	23	3.18	609	84.12
g. Family Support/Child Care	9	1.24	3	.41	7	.97	6	.83	628	86.74
h. Use of Recreational Facilities	10	1.38	3	.41	10	1.38	28	3.87	603	83.29

TABLE 28

Reports of Spouses' Problems With Identification
(Spouses of Military Technicians)

All Components

	No Problem		A Slight Problem		A Serious Problem		No Experience	
	N	%	N	%	N	%	N	%
22a. Entrance to Military Installations	176	24.31	74	10.22	22	3.04	385	53.18
b. Use of Exchange Facilities	150	20.72	94	12.98	31	4.28	382	52.76
c. Use of Commissary	120	16.57	56	7.73	53	7.32	423	58.43
d. Medical Treatment	44	6.08	7	.97	7	.97	594	82.04
e. Use of Package Store	40	5.52	6	.83	14	1.93	591	81.63
f. Use of Club/Open Mess	50	6.91	12	1.66	10	1.38	580	80.11
g. Family Support/Child Care	34	4.70	9	1.24	7	.97	601	83.01
h. Use of Recreational Facilities	46	6.35	13	1.80	10	1.38	582	80.39

TABLE 29

Distance from Home to
Installation, Base/Post Exchange, Commissary
All Components
(in miles)

Of Respondents	<u>Installation</u>			<u>Base/Post Exchange</u>			<u>Commissary</u>		
25% live within	10 miles			14 miles			14 miles		
50% live within	30 miles			36 miles			46 miles		
75% live within	75 miles			90 miles			100 miles		
100% live within	300 or more miles			300 or more miles			300 or more miles		

TABLE 30

Use of Auto Decals in Guard or Reserve Units or Installations

All Components

(in percent)

24a. Yes, DoD decal provided	34.65
b. Yes, other decal provided	13.02
c. No, none provided	52.32

MULTIVARIATE DATA ANALYSIS:
EFFECTS OF OPINIONS ABOUT ID CARDS

In this study the central issue is whether the current military identification system plays a significant role in members' satisfaction with Guard and Reserve programs and in their intent to stay in the reserve program. Restated, if the ID card creates dissatisfaction among members of the Selected Reserve and if this dissatisfaction should be generalized, then attitudes engendered by the ID card could be interfering with attracting and retaining well-qualified and active members.

We translated questions about the popularity of the military identification system into two sets of questions. These were (a) factors related to intention to stay in or leave the reserve program and (b) factors related to satisfaction and dissatisfaction with the reserve program.

In other organizational settings, intention to stay in a job or an organization is related to satisfaction with that job and organization. We thought that this would also be true in the Selected Reserve. The model that we used involved four groups of explanatory or predictor variables: individual background, extent of involvement in the reserve program, military experiences, and beliefs and opinions about the military identification system. We used two groups of predicted variables: intention to stay in the reserve program for 20 years, and satisfaction with the reserve program. Figure 1, p. 56, shows the variables and expected relationships.

FIGURE 1

Variables Used in Analysis

<u>PREDICTOR VARIABLES</u>	<u>PREDICTED VARIABLES</u>
INVOLVEMENT IN RESERVE PROGRAM	INTENTION TO STAY IN RESERVE PROGRAM FOR 20 YEARS
MILITARY EXPERIENCE	(relationship demonstrated in other organizations)
INDIVIDUAL BACKGROUND	SATISFACTION
BELIEFS AND OPINIONS ABOUT THE IDENTIFICATION SYSTEM	

Our basic interest was in whether or not beliefs and opinions about the military identification system have a serious impact on Guard and Reserve members' satisfaction with the reserve program or on intention to remain in the program. We took the variables outlined in Figure 2, pp. 58-59, and the associated survey questions and developed two general models of the effect of the military identification system. Operational definitions of variables are found in Appendix C.

Figure 2

Predictor and Predicted Variable Groups

<u>Variables</u>	<u>Operational Definitions</u>	<u>Question # or Origin</u>
Predictor Variable Groups		
Background	Component	1
	Type of participation (drilling member, military technician, Active Guard/Reserve or Training and Administration Reserve member)	3
	Pay grade	2
	Officer/Warrant Officer, Enlisted	2
	Sex	26
	Age	27
	Marital status (married, not married)	28
	Educational level	29
Involvement in Reserve Program	Reported number of paid drills	4
	Reported number of unpaid drills	4
	One-way distance between home and drill location	6
	Current Guard/Reserve commitment	9
Military Experience	Total service in Armed Forces	7
	Location of regular drills (e.g., armory, active force installation)	5
	Presence of full-time active force members, technicians or Active Guard/Reserve	11
	Days of face-to-face working contact with active force military outside of unit within last 90 days	12

Figure 2 (Cont'd)

Predictor and Predicted Variable Groups

<u>Variables</u>	<u>Operational Definitions</u>	<u>Question # or Origin</u>
Predictor Variable Groups		
Military Experience	Results of or reasons for membership in Guard/Reserve (e.g., earn skills, extra income, serve country)	15
	Members' use of ID card	18
	Members' problems with use of ID card	19
	Spouses' use of identification	21
	Spouses' problems with use of identification	22
	Distance between member's home and nearest military installation base/post exchange, commissary	23
	Availability of auto decals	24
Beliefs and opinions about the identification system	Perceived purpose and origin of ID card (e.g., sets Guard/Reserve apart from Active Force, reflect lower status, make ineligibility for entitlement's clear) (questions 20a, 20e, 20g)	20
	Desired disposition for current ID system (e.g., discontinue, makes no difference) (questions 20b, 20c, 20f, 20h)	20
Predicted Variable Groups		
Intention to stay in reserve program for 20 Years	Response to question 10, likelihood that respondent will stay 20 years	10
Satisfaction with reserve program	Satisfaction with Guard/Reserve experience (e.g., drill experience in general, use of talents and abilities, facilities, pay, current unit)	16, 15

The models are shown in Figure 3.

FIGURE 3

Models Used in Analysis

Individual background			
Involvement in reserve program	individually		
Military experiences	or	(predict)	intention to
Satisfaction with reserve program	collectively		stay 20 yrs
Beliefs and opinions about the			
identification system			
Individual background			
Involvement in reserve program	individually		
Military experiences	or	(predict)	satisfaction
Beliefs and opinions about	collectively		with
the identification system			reserve program

Most of the analytic work related to the effects of the military identification system was conducted with a multiple regression process in which we tested parts of the model outlined in Figure 1 above. The testing process involved two major steps: assessing separately the effects of each group of predictor variables and assessing the contribution all the predictor variables made in explaining the variance in the predicted variables.

The first step was to test how well each of the predictor variable groups explained variance in the predicted variable groups (see Figure 1 again) and whether beliefs and opinions about the identification system explained any part of satisfaction or intention to stay in the reserve program. For example, when the questionnaire was developed, we had thought that proximity to active duty military members might highlight differences in privileges or status for members of the Guard or Reserve. In order to test this hypothesis, we included several questions about the amount of time the Guard or Reserve member spent with active force personnel. In the extreme case, if we found that respondents who spent a great deal of time

with active force personnel were extremely dissatisfied with their Guard or Reserve status and privileges and those who spent little or no time were not dissatisfied, we might conclude that contact with the active force personnel could be related to satisfaction with reserve status and privileges.

In this first step then, we tested the hypotheses about the interrelationships of variables. If a predictor variable (e.g., proximity to active force personnel) did not contribute significantly to the variance in the predicted variable (e.g., satisfaction with status and privileges) then we would conclude that our original hypotheses about their relationship were incorrect and would omit the variable from further analysis; if a variable contributed significantly, then we would use it in a subsequent step.

To test which conjectured interrelationships were statistically meaningful, we used each variable in a variable group in separate, forward stepwise regressions.¹ Through these regressions we learned which of the variables comprising the group were useful for explaining variance in intention to stay in the reserve program or in satisfaction. Based on the order in which each member of the variable group entered the regression equation and the contribution made to the final equation, we prepared a refined and ordered list of predictor variables in each of the four predictor variable groups - individual background, involvement in reserve program, military experience, and beliefs and opinions about the military

1. The forward stepwise regression procedure in the Statistical Analysis System (SAS) software package was used.

identification system. We also prepared an ordered list of variables for the predicted variable groups: intention to stay in the reserve program for 10 years and satisfaction with the reserve program. Beliefs and opinions about the military identification system were also used as a predicted variable group.

The second step in testing the behavior of the predictor and predicted variable groups involved (a) using all of the predictor variable groups in a regression on each of the predicted variable groups and (b) testing the relationship between predicted variable groups. The following section is divided into four parts. In the first part, we describe the procedures we used in developing some of the variables. In the second part we discuss the outcomes of the separate stepwise regression procedures which refined the predictor variable groups and tested our initial beliefs about interrelationships between variables. In the third part, we present the results of using the variable groups - individual background, involvement in reserve program, military experience, and beliefs and opinions about the military identification system - to explain variance in each of the two predicted variable groups, intention to stay in the reserve program and satisfaction. In the last section, we summarize the relationship between beliefs and opinions about the identification system and both satisfaction and intention to stay in the reserve program.

Development of variables

Before discussing our results, a few comments about the nature and development of some of the variables is necessary. We constructed some variables empirically by reducing groups of questions, (e.g., the 68 separate questions represented by Questions 15, 16, 18, 19, 20, 21, and 22) to clusters of related questions. For example, questions 16a-16p asked respondents to assess their satisfaction with the reserve program by rating a number of factors such as pay, training time, and supervision. Their responses form a group or factor measuring satisfaction, and each respondent has a "score" on this factor. The questions were grouped through a maximum likelihood factor analysis (with varimax rotation) using the Statistical Analysis System (SAS). Responses to questions 15, 16, and 18-22 were used in the factor analysis and 12 underlying factors emerged. Most of these represented the sets of questions we originally asked (e.g., all of the questions on circumstances in which members used their ID cards were represented in one of the factors). The factors are described in Figure 4, p. 64.

Outcome of Separate Stepwise Regression Procedures

Intent to Stay in the Reserve Program

Table 31, pp. 65-66, presents the outcome of the stepwise regressions of intention to stay, individual background, involvement in the reserve program, military experience, and beliefs and opinions about the military identification system. The amount of the variance in intention to stay

Figure 4

Description of Factors

	<u>Underlying Factors</u>	<u>Questions</u>
Factor 1	Satisfaction with Guard and Reserve	16a-p
Factor 2	Spouse use of identification	19a-h
Factor 3	Member problems with use of ID card	
Factor 4	Spouse problems with use of identification (medical treatment, use of package store, use of club/open mess, family support/child care, use of recreational facilities)	22d-h
Factor 5	Member use of ID card	18a-h
Factor 6	Spouse problems with use of identification (entrance to installation, use of exchange facilities, use of commissary)	21a, b, c
Factor 7	Perceived purpose of ID card and desired disposition for current ID system	20c, d, f, g, h
Factor 8	Reasons for participating in the Guard or Reserve	15a, c, e, g, i, k
Factor 9	Negative aspects of participation (drills conflict with civilian job, difficulties meeting training requirements, difficulties getting to unit, drills conflict with family, boredom with unit activities)	15b, d, h, j, l
Factor 10	Members perceived authority and status at drill	16c, d
Factor 11	Infrequent uses of ID card and problems with use	18c-g, 19d, e, 22d-g
Factor 12	Infrequent uses of ID card and problems with use	18e, h, 19c, e, h, 21c, d, 22c, e, h

Table 31

Stepwise Regression Procedure of Intention
to Stay in the Reserve Program

<u>Variables Remaining in Regression</u>	<u>R² 1</u>	<u>F</u>	<u>df</u>	<u>Significance Level</u>
<u>Individual Background</u>	(.23034905)			
Pay grade	.12797173	1897.94	1, 12,933	.0001
Age	.18527674	1470.44	2, 12,932	.0001
Marital Status	.21750130	1198.09	3, 12,931	.0001
Type of participation	.22367960	931.37	4, 12,930	.0001
Sex	.22750487	761.54	5, 12,929	.0001
Component	.22961244	642.19	6, 12,928	.0001
Education	.23034905	552.70	7, 12,927	.0001
<u>Involvement in the Reserve Program</u>	(.00074851)			
Number of unpaid drills				
One-way distance home-drill	.00074851	10.06	1, 13,436	.0015
<u>Military Experience</u>	(.36924737)			
Total length of service	.28003128	292.10	1, 751	.0001
Factor 8 (reasons for participating in Guard or Reserve)	.36924737	219.53	2, 750	.0001
Drill location - Armory/ Reserve Center				
Drill location - Guard/Reserve installation or ship				
Drill location - active forces installation or ship				
Presence of active duty personnel in unit				
Days work contact with active force military				
Days social contact with active force military				

¹R² after all variables were entered is shown in parentheses. Where a value is missing for a variable, that variable did not make a statistically significant contribution to the R² and thus was not entered.

Table 31 (Con't)

<u>Variables Remaining in Regression</u>	<u>R² 1</u>	<u>F</u>	<u>df</u>	<u>Significance Level</u>
<u>Military Experience (Con't)</u>				
Factor 5 (member use of ID card)				
Factor 3 (member problems with use of ID card)				
Factor 2 (spouse use of identification)				
Factor 4 (spouse problems with use of identification)				
Auto Decals				
Average distance to installation, exchange or commissary				
 <u>Beliefs and Opinions About Military Identification System</u>				
	(.01982739)			
Discriminatory purpose	.01728223	119.02	1, 6,678	.0001
Administrative purpose	.01982739	68.44	2, 6,767	.0001
Factor 7 (perceived purpose ID card, desired disposition)				
 <u>Satisfaction with Reserve Program</u>				
	(.11684814)			
Factor 1 (satisfaction with reserve program)	.11082637	843.56	1, 6,768	.0001
Factor 10 (status and authority at drill)	.11684814	447.66	2, 6,767	.0001

explained by the variables, the R^2 , were: individual background, .23; involvement in the reserve program, .0007; military experience, .37; beliefs and opinions about military identification system, .02, and satisfaction with reserve program, .12.

The set of variables in question, beliefs and opinions about the identification system, contributed very little to our ability to predict how likely members thought they were to stay. In other words, beliefs and opinions about the identification system seemed to have little to do with whether or not a respondent planned to stay in the reserve program.

Among individual background variables, pay grade made the largest independent contribution to the variance in intention to stay. This seemed reasonable in that those in higher grades probably have a greater investment in the reserve program and are also likely to be older than those in lower grades. This interpretation is at least partially supported by the fact that the variable making the second largest contribution (in the stepwise regression procedure) was age.

For the variables which comprised military experience, the single greatest contributor to the stepwise regression of the group was total length of service (time in the Guard and Reserve and on active duty). The second variable to be entered in the stepwise regression procedure was "factor 8" or the group of positive reasons for participating in the Guard or Reserve, such as "learning civilian skills", "opportunity to earn credit toward retirement", or "chance to serve my country". The variables for which R^2 are presented in Table 31 were the only variables of those used

in the regression to make a significant contribution to the model. (Significance levels for others, if they had been entered into the model would have been less than .15.) The contribution of both total time in service and factor 8 in accounting for the variance in intention to stay was $R^2 = .37$.

Satisfaction with the reserve program and status and authority at drill did make a contribution to predicting intention to stay in the reserve program ($R^2 = .12$). In later analyses, we looked at variables to explain intention to stay in the reserve. Satisfaction was helpful then too.

Satisfaction with The Guard/Reserve

We followed the same set of procedures with respect to examining the contribution of individual background, involvement in the reserve program, military experience, and beliefs and opinions about the military identification system in the regression of satisfaction with the reserve program on the predictor variable groups. Each set of predictor variables was handled separately and then entered in as a group with the R^2 's computed separately. The R^2 's we obtained were: individual background, .08; involvement in reserve program, .0024; military experiences, .08; and beliefs and opinions about the identification system, .02. The relative contributions of the different independent variables to the variance in satisfaction are shown in Table 32, pp. 69-70.

Table 32

Stepwise Regression Procedure of Satisfaction
with the Reserve Program

<u>Variables Remaining in Regression</u>	<u>R² 1</u>	<u>F</u>	<u>df</u>	<u>Significance Level</u>
<u>Individual Background</u>	(.08445256)			
Pay Grade	.05260881	365.50	1, 6,582	0.0001
Age	.07362059	261.50	2, 6,581	0.0001
Education	.08247521	197.16	3, 6,580	0.0001
Marital Status				
Component	.08350152	149.85	4, 6,579	0.0001
Sex	.08445256	121.35	5, 6,578	0.0001
Type of Participation				0.0001
<u>Involvement in Reserve Program</u>	(.00240286)			
Number of unpaid drills	.00240286	8.22	2, 6,829	.0003
One-way distance home-drill	.00152635	10.44	1, 6,830	.0012
<u>Military Experience</u>	(.08191841)			
Total length of service	.06314092	53.04	787	.0001
Factor 8 (reasons for participating in Guard or Reserve)				
Drill location - Armory/ Reserve Center				
Drill location - Guard/ Reserve installation or ship				
Drill location - active force installation or ship	.07794892	16.57	784	.0001
Presence of active duty personnel in unit ²				
Days work contact with active force military				
Days social contact with active force military	.07448656	21.06	785	.0001

¹R² after all variables were entered is shown in parentheses. When a value for the R² is missing for a variable, that variable did not make a statistically significant contribution to the R² and thus was not entered.

²Entered in step 3, R² = .07292037, but removed from regression in last step.

Table 32 (Con't)

<u>Variables Remaining Regression</u>	<u>R² 1</u>	<u>F</u>	<u>df</u>	<u>Significance Level</u>
<u>Military Experience (Con't)</u>				
Factor 5 (member use of ID card)				
Factor 3 (member problems with use of ID card)				
Factor 2 (Spouse use of identification)	0.07129914	30.17	786	.0001
Factor 4 (Spouse problems with use of identification)				
Auto decals	0.08191841	11.63	782	.0001
Average distance to installation, exchange or commissary				
 <u>Beliefs and Opinions About Military Identification System</u>				
	(.01820478)			
Discriminatory purpose	.01526293	52.92	2, 6,829	0.0001
Administrative purpose	.01378578	95.47	1, 6,830	0.0001
Factor 7 (purpose of ID card, desired disposition)	.01820478	42.20	3, 6,828	0.0001

Again, the variance in satisfaction is not well explained or predicted by beliefs and opinions about the identification system. Individual background variables are much more important.

Results of All Variable Groups in General Linear Regression

Next, we combined individual background, involvement in the reserve program, military experiences, and beliefs and opinions about the military identification system in a regression to explain variance in intent to stay in the reserve program and in a second regression to explain variance in satisfaction with the reserve program. We also included factor 1, satisfaction, and factor 10, authority and status at drill, in the regression on intent to remain in the program, since we expected that these two factors would affect intention to stay (see Figure 1). Each of these regressions is discussed in turn.

Intention to Stay in the Reserve Program

In the regression¹ of intention to stay on individual background, involvement in the reserve program, military experience, and beliefs and opinions about military identification system, the overall R^2 was .44. The variables within the variable groups that were used included pay grade, age, marital status, component, type of participation (e.g., drilling member, military technician or AGR or TAR), factor 8 (reasons for

1. General linear regression computed via General Linear Model procedure in the Statistical Analysis System (SAS) software package.

participating in the Guard or Reserve, questions 15a, 15c, 15e, 15g, 15i, and 15k), two forms of perception of ID card purpose (discriminatory purpose, questions 20b, 20c, 20f, and 20h, and administrative purpose, questions 20a, 20e, and 20g), factor 1 (satisfaction) and factor 10 (member's perceived authority and status at drill). The detailed results are presented in Table 33, p. 73.

The F ratios for the sum of squares were significant for pay grade, age, marital status, component, type of participation, total length of service, factor 8 (reasons for participating in the Guard or Reserve), factor 1 (satisfaction), administrative purpose of ID card (questions 20a, 20e, and 20g), and discriminatory purpose of ID card (questions 20b, 20c, 20f, and 20h). The ratios for number of unpaid drills, one-way distance from home, and factor 10 (authority and status at drills) were not significant.

Although this suggests that those variables with significant F ratios contributed to our ability to predict intention to stay in the reserve program, two points should be made. First, with this model, we are able to predict about 44% of the variance in intention to stay; 56% of the variance is not explained. Second, as we saw in the stepwise regression procedure, the contribution of the individual variables, in separate tests, ranged from about 2% (for perception of ID card purpose) to 28% (for age). In other words, relatively little of the variance in intention to stay in the reserve program was explained by factors related to the military identification system.

Table 33

Contribution of Variables in Explanation of
Variance in Intention to Stay in Reserve Program

<u>Variables used in Regression in order entered</u>	<u>Type III Sum of Squares</u>	<u>F</u>	<u>Significance Level</u>	
<u>Individual Background</u>				
Pay Grade	52.01861944	55.76	.0001	
Age	21.92035645	23.50	.0001	
Marital Status	14.73603441	15.80	.0001	
Component	37.81851858	40.54	.0001	
Type of participation	6.53111848	7.00	.0082	
<u>Involvement in Reserve Program</u>				
Number of unpaid drills	0.06576043	0.07	0.7906	
One-way distance home-drill	2.34764546	2.52	0.1127	
<u>Military Experience</u>				
Total length of service	852.03287885	913.33	0.0001	
Factor 8 (reasons for partici- pating in Guard/Reserve	766.12765556	821.24	0.0001	
Factor 1 (satisfaction)	391.59431442	419.77	0.0001	
Factor 10 (authority and status at drill)	3.08243424	3.30	0.691	
<u>Beliefs and Opinions about Military Identification System</u>				
Administrative purpose	23.20725291	24.88	0.0001	
Discriminatory purpose	3.71987515	3.99	0.0459	
	<u>R²</u>	<u>F</u>	<u>df</u>	<u>Probability</u>
Final	.435324	386.23	13, 6513	.0001

Satisfaction

In the regression of satisfaction on individual background, involvement in the reserve program, and military experiences with the reserve program, the overall R^2 was .11. Within the independent variable groups, we used pay grade, education, age, component, type of participation (drilling member, etc.), number of unpaid drills, one-way distance from home to drill, total length of service, factor 2 (spouse use of identification), days of social contact (question 14), administrative purpose of the ID card (questions 20a, 20e, and 20g), and discriminatory purpose of the ID card (questions 20b, 20c, 20f, and 20h). The overall F ratio was 68.45 with 12 and 6,571 degrees of freedom. Table 34, p. 75, shows the R^2 , F ratio, and sum of squares with associated probabilities.

Six of the twelve variables used in the regression procedure made some contribution to our ability to predict the variance in satisfaction, while the others made none. The six that were useful were type of participation (drilling member, etc.), number of unpaid drills, one-way distance from home to drill, factor 2 (spouse use of identification), days of social contact, and discriminatory purpose of ID card. This suggests that for the 11% of the variance in satisfaction accounted for by the model, age, education, pay grade, length of service, and perceived administrative purpose of ID cards were more useful than the other variables. As in the case of intention to stay in the reserve program, military identification contributed little to our ability to identify variance in satisfaction with the guard or reserve program. About all that we can say in addition is that perceptions that the ID card is discriminatory were not related to intention to leave the reserve program.

Table 34

Contribution of Variables in Explanation of
Variance in Satisfaction with Reserve Program

<u>Variables used in Regression in order entered</u>	<u>Type III Sum of Squares</u>	<u>F</u>	<u>Significance Level</u>	
<u>Individual Background</u>				
Pay Grade	177.61126855	213.62	.0001	
Age	37.50636869	45.11	.0001	
Component	9.21620037	11.08	.0009	
Type of participation	0.20207218	0.24	.6220	
Education	40.39656271	48.59	.0001	
<u>Involvement in Reserve Program</u>				
Number of unpaid drills	1.18429164	1.42	.2327	
One-way distance home-drill	0.22022788	0.26	.6068	
<u>Military Experience</u>				
Total length of service	57.93195125	69.68	.0001	
Factor 2 (spouse use of identification)	0.47757444	0.57	.4485	
Days social contact with Active Force Military	0.85664332	1.03	.3101	
<u>Beliefs and Opinions about Military Identification System</u>				
Administrative purpose	108.76927953	130.82	.0001	
Discriminatory purpose	0.02245806	0.03	.8695	
	<u>R²</u>	<u>F</u>	<u>df</u>	<u>Probability</u>
Final	.111120	68.45	12, 6,571	0.0001

Beliefs and Opinions about the Military Identification System and Intention to Stay in Reserve Program and Satisfaction

Earlier, when we were describing the outcomes of the stepwise regression procedures, we discussed beliefs and opinions about the military identification system in the context of explaining variance in intention to stay in the reserve program and variance in satisfaction. In this last section, we will summarize some of our earlier comments.

In the forward stepwise procedure, we tested how important beliefs and opinions about the identification system were in predicting intention to stay in the reserve program or satisfaction. To accomplish this, we used a general measure of beliefs and opinions about the identification system, factor 7, and two specific measures, perceived discriminatory purpose of ID card (questions 20b, 20c, 20f, and 20h) and perceived administrative purpose of ID card (questions 20a, 20e, and 20g) in the stepwise procedure.

In Tables 31 and 32, we presented information about the variation in intention to stay in the reserve program and satisfaction which could be attributed to individual background, involvement in the reserve program, military experiences, and beliefs and opinions about the identification system. The R^2 's were reported and their importance discussed in general. A more specific discussion of the R^2 's follow.

The R^2 is a measure of the amount of information we have about intention to stay and satisfaction, based on responses to questions about the military identification system. The highest possible R^2 is 1.00, which

means that all the variation in the variable being considered has been accounted for by other variables. If beliefs and opinions about the military identification system were very useful in making predictions of behaviors, intentions to stay or leave, or satisfaction, then the R^2 would be much higher than .02. Hence, we can not make a very good prediction based on beliefs about the identification system. When added to the explanatory power of other variables, beliefs about the identification system do very little to increase our ability to predict satisfaction or intention to remain in the Guard/Reserve. The analysis presented earlier shows that individual background and military experience are much more helpful in making such predictions. We conclude that beliefs and opinions about the identification system are generally not important in determining dissatisfaction or satisfaction or intention to stay or leave the reserve program.

APPENDIX A

SAMPLE DESIGN AND SELECTION

The design for this survey specified a constrained random selection of persons serving in the Selected Reserve as of 1 July 1983, stratified by reserve component and unit size. The four constraints upon the sample selected included the need to: (a) survey entire units; (b) not exceed 200 total units; (c) not exceed a total survey population of approximately 20,000; and (d) remove persons who were not in the Selected Reserve and persons in units of size 5 or less from the population prior to sampling. These constraints stemmed from cost-based and administrative considerations associated with surveys of this kind.

The total RCCPDS Selected Reserve file as of July 1983 contained 956,966 persons. Because of the conceptual and practical infeasibility of administering the survey to Individual Mobilization Augmentees (IMAs) and to units containing 5 or fewer persons, both IMAs and these very small units were removed from the reserve population prior to sampling. Following these removals, 952,700 persons in 12,536 units remained in the population from which the final sample was drawn.

Table A-1 shows the distributions of persons and of units across the six reserve components, as well as a ratio comparing the percentage of reserve units to its percentage of the total reserve population. Table A-1 shows the Army National Guard to be the largest component in terms of both personnel (43.3% of total reserve personnel) and units (33.3% of total reserve units).

AD-A185 412

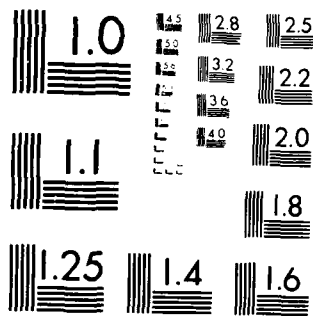
<1984> SURVEY OF NATIONAL GUARD AND RESERVE MEMBERS:
DESCRIPTION AND FINDINGS(U) DEFENSE MANPOWER DATA
CENTER ARLINGTON VA SURVEY AND MARKET ANALYSIS DIU
DEC 84 DMDC/SMAD/TR-17 F/G 5/9

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MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

with the Army Reserve the second largest on both counts (25.4% and 28.7%, respectively). In terms of personnel, the Naval Reserve and then the Air National Guard rank a close third and fourth, respectively, with the Naval Reserve being unusual in having over twice the proportion of total units expected on the basis of its number of personnel.

The Air Force Reserve and then the Marine Corps Reserve rank fifth and sixth, respectively, in terms of both personnel size and percentage of total units. It also will be observed in Table A-1 that only the Army Reserve and Naval Reserve unit/population percentage ratios exceeded 1. That is, these two components had a higher-than-expected percentage of total reserve units, given their respective percentages of reserve personnel, while all other components had a smaller percentage of units than expected. Especially noteworthy here is the Marine Corps Reserve, which had a unit/population percentage ratio of only .56, meaning that this component had roughly only half the number of units one might expect, given its percentage of total reserve personnel. This is partly attributable to the fact that although the Marine Corps Reserve has the smallest population, it also is one of only two components which contained a unit with over 1000 members.

Following the determination of unit and population distributions, three categories of unit size were derived separately for each reserve component by breaking each component population into statistical thirds. Thus, the categories "small," "medium," and "large" as designators for unit size comprise the ranges of unit size which encompass successive thirds of each component's population. Because of variation in both total population size across components and the distribution of personnel across unit sizes

within components, "small," "medium," and "large" units do not signify the same range of unit size across all reserve components. Table A-2 shows, for each reserve component, the categories of unit size and the population range for each category.

Selected through a random-number-generator process, final and replacement samples were drawn, each composed of 19,339 people distributed across 201 units. Table A-3 shows the distribution of sampled units across reserve components. A sampled unit was replaced prior to questionnaire distribution when a point of contact could not be determined for the original sampled unit. The survey experienced an overall unit response rate of 91.5% (184 of 201 units responding); a population response rate of 75.8% (13,322 of 17,585 people responding from responding units); and an overall person response rate of 69.6%. The denominator of the overall person response rate sums the number of rostered personnel provided by responding units (17,585) and the number of file-determined nonrespondents (1565). Response rates for units broken down into unit size and reserve component varied from 75% to 100%. Response rates for persons by unit size and reserve component varied, with one exception, from about 66% to 89%. Table A-4 shows response rates and other statistics relating to survey administration.

Weighting

The weighting for this survey was completed using a two-stage chi-square and precision weighting procedure. The units responding were weighted back to the July 1983 RCCPDS file unit population from which the sample was drawn. These weights were then adjusted for person response rates within the 18 cells resulting from cross-classification of unit size by reserve component. Weights ranged from .6615 to 2.9336 for the 18 weighted cells. Although consideration was given to weighting by geographic location, in addition to weighting by unit size and population, this initial plan was abandoned due to the near impossibility of determining the exact form of the complex interaction between reserve component, unit size category, geographic location and population. Table A-5 shows the final derived weights by category of unit size for each reserve component.

The derived weights were then evaluated using the member reserve population distributed into the 18 cells. The distributions of both unweighted and weighted members of respondents across the cells were compared to expected numbers based on the cells' proportionate representation in the file member population. The results showed that for 16 of 18 cells, the weighting procedure increased the proportionate representativeness of the cell. In addition, the weighting procedure was found to hold the divergence in respondent number from exact population representation to less than an absolute 2.5 percent for any cell. Tables A-6 (a, b, and c) show the improvement in sample representativeness following weighting, as well as the effective sample size (Total effective size: 15,098).

TABLE A-1

Distribution of Population vs. Distribution of Units,
By Reserve Component (July 1983 RCCPDS File)

<u>Reserve Component</u>	<u>Percent Population</u>	<u>Percent Unit</u>	<u>Ratio</u>
Army National Guard	43.3%	33.7%	.78
Army Reserve	25.4%	28.7%	1.13
Naval Reserve	10.9%	22.6%	2.07
Marine Corps Reserve	4.3%	2.4%	.56
Air Force Reserve	5.8%	3.7%	.64
Air National Guard	10.3%	8.9%	.86
Total	100.0%	100.0%	1.00

TABLE A-2

Categories of Unit Size by Population Range*
for Each Reserve Component (July 1983 RCCPDS File)

<u>Categories</u>	<u>Army Guard</u>	<u>Army Reserve</u>	<u>Navy Reserve</u>	<u>Marine Corps Reserve</u>	<u>Air Force Reserve</u>	<u>Air Force Guard</u>
"SMALL"	6-96	6-91	6-33	6-150	6-130	6-93
"MEDIUM"	97-142	92-160	34-81	151-210	131-210	94-182
"LARGE"	143-531	161-727	82-1001	211-1001	212-757	183-531

*One third of each component's total population falls in each of three unit-size categories and, thus, in each of the three population ranges given for that component.

TABLE A-3

Distribution of Units Sampled
(July 1983 RCCPDS File)

<u>Reserve Component</u>	<u>Small</u>	<u>Medium</u>	<u>Large</u>	<u>Total</u>
Army National Guard	26	30	21	77
Army Reserve	32	15	8	55
Naval Reserve	21	15	3	39
Marine Corps Reserve	4	1	1	6
Air National Guard	5	7	3	15
Air Force Reserve	5	3	1	9
Total	93	71	37	201

TABLE A-4

Response Rates and Other Survey Administrative Information
All Reserve Components

Unit Size Category	No. Units Sampled	No. Units Responding	Unit Response Rate (%)	File Population of Sampled Units	File Population of Responding Units	Roster Population of Units Responding	No. Completed Survey Forms	Responding Unit Response Rate (%)	File - Determined Nonrespondents
"SMALL"	93	86	92.5	3,878	3,627	3,680	2,917	79.3	251
"MEDIUM"	71	64	90.1	7,563	6,774	6,789	5,245	77.2	789
"LARGE"	37	34	91.9	7,898	7,373	7,116	5,160	72.5	525
TOTAL	201	184	91.5	19,339	17,774	17,585	13,322	75.7	1,565

TABLE A-5

Sample Weights* by Category of Unit Size
for Each Reserve Component

Reserve Component	CATEGORY OF UNIT SIZE		
	"SMALL"	"MEDIUM"	"LARGE"
Army National Guard	1.9358	0.9195	0.8764
Army Reserve	1.6649	0.8944	1.0166
Naval Reserve	1.8346	1.0822	1.4420
Marine Corps Reserve	1.1628	1.7053	1.0250
Air National Guard	2.9336	0.6896	0.7448
Air Force Reserve	1.3955	0.6615	1.9923

*Weights take into account both category of unit size
and population for each Reserve Component.

TABLE A-6

Sample Weight Evaluation by Reserve Component
and Category of Unit SizeA. "SMALL" UNITS

Reserve Component	(1) Unweighted N*	(2) Percent of Unweighted Sample	(3) Weighted N**	(4) Percent of Weighted N**	(5) Cell % of File Population	(6) Difference between (2) & (5)	(7) Difference between (4) & (5)
Army National Guard	1,177	8.81%	2,278	15.09%	14.42%	-5.58	+0.67
Army Reserve	721	5.41	1,200	7.95	8.47	-3.06	-0.52
Naval Reserve	448	3.36	822	5.44	3.64	-0.28	+1.80
Marine Corps Reserve	134	1.01	156	1.03	1.45	-0.44	-0.42
Air National Guard	216	1.62	634	4.20	3.43	-1.81	+0.77
Air Force Reserve	221	1.66	308	2.04	1.92	-0.26	+0.12
Total	2,917*	21.9%	5,398**	35.8%	33.3%	-11.44	+2.46

*Actual Sample

**Effective Sample

TABLE A-6 (CON'T)

Sample Weight Evaluation by Reserve Component
and Category of Unit SizeB. "MEDIUM" UNITS

Reserve Component	(1) Unweighted N*	(2) Percent of Unweighted Sample	(3) Weighted N**	(4) Percent of Weighted N**	(5) Cell % of File Population	(6) Difference between (2) & (5)	(7) Difference between (4) & (5)
Army National Guard	2,339	17.56%	2,151	14.25%	14.42%	+3.14	-0.17
Army Reserve	1,019	7.65	911	6.03	8.47	-0.82	-2.44
Naval Reserve	743	5.58	804	5.33	3.64	+1.94	+1.69
Marine Corps Reserve	110	0.83	188	1.25	1.45	-0.62	-0.20
Air National Guard	705	5.29	486	3.22	3.43	+1.86	-0.21
Air Force Reserve	329	2.47	218	1.44	1.92	+0.55	-0.48
Total	5,238*	39.4%	4,758**	31.5%	33.3%	+6.06	-1.84

*Actual Sample

**Effective Sample

TABLE A-6 (CON'T)

Sample Weight Evaluation by Reserve Component
and Category of Unit SizeC. "LARGE" UNITS

Reserve Component	(1) Unweighted N*	(2) Percent of Unweighted Sample	(3) Weighted N**	(4) Percent of Weighted N**	(5) Cell % of File Population	(6) Difference between (2) & (5)	(7) Difference between (4) & (5)
Army National Guard	2,518	18.90%	2,207	14.62%	14.42%	+4.48	+0.20
Army Reserve	1,324	9.94	1,346	8.92	8.47	+1.47	+0.45
Naval Reserve	207	1.55	298	1.97	3.64	-2.09	-1.67
Marine Corps Reserve	201	1.51	206	1.36	1.45	+0.06	-0.09
Air National Guard	744	5.58	554	3.67	3.43	+2.15	+0.24
Air Force Reserve	166	1.25	331	2.19	1.92	-0.67	+0.27
Total	5,157*	38.7%	4,942**	32.7%	33.3%	+5.36	-0.64

*Actual Sample (Grand Total = 13,322)

**Effective Sample (Grand Total = 15,098)

APPENDIX B

QUESTIONNAIRE



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D. C. 20301

RESERVE AFFAIRS

18 JAN 1984

Dear Reserve Member:

The Department of Defense is sponsoring a nationwide survey of National Guard and Reserve members. You, along with all the other members of your unit, have been selected to participate in the survey. Before you fill out the attached questionnaire, I would like to emphasize its importance.

The purpose of the survey is to collect information from Guard and Reserve members as part of our continuing review of Reserve Force personnel policies. Questionnaires are being distributed to 20,000 National Guard and Reserve members in units across the country. Your unit has been randomly selected as part of this sample.

The success of this survey depends on the full cooperation of those who have been selected to participate. The survey provides you with the opportunity to express your opinions about some key issues, and about Reserve service in general. In answering the questionnaire, please keep in mind that we are interested in your personal opinion, even if you think that it is not the same as that of other members of your unit or of your commanding officer. The survey is anonymous--you are asked not to put your name on the questionnaire and to seal it in a confidential return envelope before turning it in.

Thank you for participating. The information and opinions you provide will be combined with information from persons in other units and used to evaluate and improve Reserve Force personnel policies.

Edward J. Philbin

Edward J. Philbin
Deputy Assistant Secretary

1984 Survey of National Guard and Reserve Members

This survey is sponsored by the Office of the Assistant Secretary of Defense (Reserve Affairs), and is being conducted by the Defense Manpower Data Center (DMDC). Its purpose is to provide DoD policy makers with information on Guard and Reserve members' experiences in and feelings about the Guard or Reserve. In view of recent proposals to change the military identification system, several of the questions concern ID card utilization and related issues.

This survey is anonymous. Please do **not** put your name or any other personal identification on the questionnaire. In the analysis of the survey data, no attempt will be made to identify specific individuals or even specific units; only group statistics will be reported. Your participation in the survey is voluntary. Failure to respond to the questions will not result in any penalty. However, your participation is encouraged so that the data will be complete and representative.

INSTRUCTIONS FOR COMPLETING THIS SURVEY

1. READ EACH QUESTION CAREFULLY. Circle the **number** next to your answer.

Example: Of which Guard/Reserve component are you a member?

CIRCLE ONE

Army National Guard.....	1
Army Reserve.....	②
Naval Reserve.....	3
Marine Corps Reserve.....	4
Air National Guard.....	5
Air Force Reserve.....	6

2. If the question requires you to **enter** a number, you should do two things:

o Write the number in the boxes provided, making sure that the **last** digit is always placed in the right-hand box.

o Fill in any **unused** boxes with **zeros**.

Example:

You would record the number 49 as.....

0	0	4	9
---	---	---	---

NOTE: If your answer to a question is "NONE," enter ZEROS in all boxes provided.

3. If you have any questions about these instructions, please ask for help from the person in your unit who is administering the survey.

1984 Survey of National Guard and Reserve Members

I. Work Environment

1. Of which Guard/Reserve component are you a member?

CIRCLE ONE

Army National Guard.....1
Army Reserve.....2
Naval Reserve.....3
Marine Corps Reserve.....4
Air National Guard.....5
Air Force Reserve.....6

2. What is your current pay grade? (ENTER YOUR PAY GRADE **NUMBER** IN THE BOX NEXT TO YOUR PAY SERIES.)

Enlisted: E-

Warrant Officer: W-

Commissioned Officer: O-

3. Do you participate in the Guard/Reserve as a:

CIRCLE ONE

Drilling Guard/Reserve member (Other than Military Technician).....1

Military Technician.....2

Active Guard/Reserve or Training and Administration Reserve member (AGR or TAR).....3

4. What was your total number of paid and unpaid drills (four-hour unit meetings) for calendar year 1983? (IF AGR OR TAR, ENTER 'NA.')

Number of **paid** drills:

Number of **unpaid** drills:

5. During the last year, where did you **report** for your regular drills?
Estimate the percentage for each of the following drill sites:

Armory/Reserve Center (NOT on
an Active Force installation)..... %

Guard/Reserve installation or ship..... %

Active Force installation or ship..... %

Other (Specify):
..... %

Total: 1 0 0 %

6. How far from your home is the place where you **report** most often
for drills?

One-way distance from
home to drilling place:
Miles

II. Military Experience and Expectations

7. In **total**, how long have you served in the Armed Forces? (INCLUDE
ACTIVE DUTY AND GUARD/RESERVE TIME.)

Years Months

8. How long did you serve on extended active duty? Do **not** include
your initial active duty training for the Guard/Reserve. (IF
YOU HAVE NEVER SERVED ON EXTENDED ACTIVE DUTY, ENTER ZEROS.)

Years Months

9. In what year will you complete your current Guard/Reserve
commitment? (IF NO DEFINITE COMMITMENT, ENTER 'NA.')

My Guard/Reserve commitment ends..... 19
Year

10. How likely is it that you will stay in the Guard/Reserve until you are eligible for retirement (20 "good" years)?

CIRCLE ONE

I've already completed
20 "good" years.....1

Very likely.....2
Somewhat likely.....3
Uncertain.....4
Somewhat unlikely.....5
Very unlikely.....6

11. Are there any full-time personnel in the following categories assigned to your unit?

Yes No Don't Know

Active Force Advisors or
Support Personnel.....1.....2.....3

Active Guard/Reserve or Training
and Administration Reserve.....1.....2.....3

Military Technician.....1.....2.....3

12. Thinking about both your Guard/Reserve and civilian jobs, how many days in the last three months (90 days) did you **work face-to-face** with Active Force military personnel other than those assigned to your unit? (ENTER 'NA' IF NOT APPLICABLE; ENTER '00' IF NONE.)

--	--

Days

13. How many of the days you reported in Question 12 were annual training (AT) days? (ENTER 'NA' IF NOT APPLICABLE; ENTER '00' IF NONE.)

--	--

Days

14. How many days in the last three months (90 days) did you associate **socially** with Active Force military personnel other than those assigned to your unit? (ENTER '00' IF NONE.)

--	--

Days

15. To what extent do you agree or disagree with the following statements about membership in the Guard/Reserve? (CIRCLE ONE NUMBER FOR EACH ITEM.)

	<u>Strongly</u> <u>Agree</u>	<u>Agree</u> <u>Somewhat</u>	<u>Neither</u> <u>Agree Nor</u> <u>Disagree</u>	<u>Disagree</u> <u>Somewhat</u>	<u>Strongly</u> <u>Disagree</u>
I can learn skills that will help in civilian life.....	1.....	2.....	3.....	4.....	5
It is too difficult to meet training requirements.....	1.....	2.....	3.....	4.....	5
I enjoy the chal- lenge of military training.....	1.....	2.....	3.....	4.....	5
My unit drills conflict with my civilian job.....	1.....	2.....	3.....	4.....	5
The extra income is important to me.....	1.....	2.....	3.....	4.....	5
Guard/Reserve members are treated as equals by Active Force personnel.....	1.....	2.....	3.....	4.....	5
My unit is important to my community.....	1.....	2.....	3.....	4.....	5
I'm bored with unit activities.....	1.....	2.....	3.....	4.....	5
The opportunity to earn credit toward retirement is important to me.....	1.....	2.....	3.....	4.....	5
My unit drills conflict with my family activities.....	1.....	2.....	3.....	4.....	5
I like being in the Guard/Reserve because it gives me a chance to serve my country.....	1.....	2.....	3.....	4.....	5
I have difficulty getting to my Guard/ Reserve unit.....	1.....	2.....	3.....	4.....	5

16. The statements below refer to various aspects of your Guard/Reserve experience. Using the satisfaction scale to the right of each statement, **please indicate how you feel:** (CIRCLE ONE NUMBER FOR EACH STATEMENT.)

	<u>Completely Satisfied</u>	<u>Mostly Satisfied</u>	<u>About Average</u>	<u>Mostly Unsatisfied</u>	<u>Completely Unsatisfied</u>
In general, about all your inactive duty Guard/Reserve experience.....	1.....	2.....	3.....	4.....	5.....
In general, about your drill experience.....	1.....	2.....	3.....	4.....	5.....
About the amount of authority you have at drill.....	1.....	2.....	3.....	4.....	5.....
About the amount of status you have at drill.....	1.....	2.....	3.....	4.....	5.....
About the use of your talents and abilities at drill.....	1.....	2.....	3.....	4.....	5.....
About the supervisors you have at drill.....	1.....	2.....	3.....	4.....	5.....
About the comradeship you have at drill.....	1.....	2.....	3.....	4.....	5.....
About the amount and kind of recognition you get for work well done at drill.....	1.....	2.....	3.....	4.....	5.....
About the opportunity for promotion during inactive duty.....	1.....	2.....	3.....	4.....	5.....
About the training you get at drill.....	1.....	2.....	3.....	4.....	5.....
About the facilities or equipment at drill.....	1.....	2.....	3.....	4.....	5.....
About the amount of drill pay.....	1.....	2.....	3.....	4.....	5.....
About the amount of fringe benefits you receive during inactive duty.....	1.....	2.....	3.....	4.....	5.....
About the opportunity for a sense of accomplishment you have at drill.....	1.....	2.....	3.....	4.....	5.....
About the amount of responsibility you have in drill.....	1.....	2.....	3.....	4.....	5.....
About the unit with which you are currently affiliated.....	1.....	2.....	3.....	4.....	5.....

1. Identification Card (ID) Utilization

17. What color is the ID card used by... (ENTER 'DK' IF YOU DON'T KNOW.)

Active Force personnel: _____
Guard/Reserve personnel: _____
Military retirees: _____
Dependents: _____

18. During the past year, how often did you need to use your military ID card for:

	<u>Daily</u>	<u>Few Times a Week</u>	<u>Few Times a Month</u>	<u>Few Times a Year</u>	<u>Never</u>
ENTRANCE TO MILITARY INSTALLATION.....	1.....	2.....	3.....	4.....	5
EXCHANGE FACILITIES.....	1.....	2.....	3.....	4.....	5
COMMISSARY.....	1.....	2.....	3.....	4.....	5
MEDICAL TREATMENT.....	1.....	2.....	3.....	4.....	5
PACKAGE STORE.....	1.....	2.....	3.....	4.....	5
CLUB/OPEN MESS.....	1.....	2.....	3.....	4.....	5
FAMILY SUPPORT/CHILD CARE.....	1.....	2.....	3.....	4.....	5
RECREATIONAL FACILITIES...	1.....	2.....	3.....	4.....	5

19. How much of a problem have you had using your military ID card for:

	<u>No Problem</u>	<u>A Slight Problem</u>	<u>A Serious Problem</u>	<u>No Experience</u>
ENTRANCE TO MILITARY INSTALLATIONS.....	1.....	2.....	3.....	4
EXCHANGE FACILITIES.....	1.....	2.....	3.....	4
COMMISSARY.....	1.....	2.....	3.....	4
MEDICAL TREATMENT.....	1.....	2.....	3.....	4
PACKAGE STORE.....	1.....	2.....	3.....	4
CLUB/OPEN MESS.....	1.....	2.....	3.....	4
FAMILY SUPPORT/CHILD CARE.....	1.....	2.....	3.....	4
RECREATIONAL FACILITIES.....	1.....	2.....	3.....	4

20. To what extent do you agree or disagree with the following statements?
(CIRCLE ONE NUMBER FOR EACH ITEM.)

	<u>Strongly</u> <u>Agree</u>	<u>Agree</u> <u>Somewhat</u>	<u>Neither</u> <u>Agree Nor</u> <u>Disagree</u>	<u>Disagree</u> <u>Somewhat</u>	<u>Strongly</u> <u>Disagree</u>
The use of a different color for ID cards for the Guard/Reserve and Active Force personnel...					
Is based on tradition.....	1	2	3	4	5
Is a means to easily screen people at the commissary, BX/ PX, clinic, etc.....	1	2	3	4	5
Sets the Guard/Reserve apart from the Active Force.....	1	2	3	4	5
Should be discontinued in favor of a Total Force ID card.....	1	2	3	4	5
Serves only an administrative purpose.....	1	2	3	4	5
Reflects the lower status some give the Guard/Reserve.....	1	2	3	4	5
Makes no difference as far as I am concerned.....	1	2	3	4	5
Is to make clear to Guard/Reserve members that they are not eligible for all military entitlements.....	1	2	3	4	5

NOTE: SKIP TO QUESTION 23 ON THE NEXT PAGE IF YOU ARE:

- o NOT MARRIED, OR...
- o MARRIED AND SPOUSE IS A MILITARY SERVICE MEMBER, OR...
- o AN AGR OR TAR.

21. During the past year, how often did your **spouse** need to identify herself/himself for: (CIRCLE ONE NUMBER FOR EACH ITEM.)

	<u>Daily</u>	<u>Few Times a Week</u>	<u>Few Times a Month</u>	<u>Few Times a Year</u>	<u>Never</u>
ENTRANCE TO MILITARY INSTALLATION.....	1.....	2.....	3.....	4.....	5
USE OF EXCHANGE FACILITIES.....	1.....	2.....	3.....	4.....	5
USE OF COMMISSARY.....	1.....	2.....	3.....	4.....	5
MEDICAL TREATMENT.....	1.....	2.....	3.....	4.....	5
USE OF PACKAGE STORE.....	1.....	2.....	3.....	4.....	5
USE OF CLUB/OPEN MESS.....	1.....	2.....	3.....	4.....	5
FAMILY SUPPORT/CHILD CARE.....	1.....	2.....	3.....	4.....	5
USE OF RECREATIONAL FACILITIES.....	1.....	2.....	3.....	4.....	5

22. How much of a problem has your **spouse** had in identifying herself/himself for: (CIRCLE ONE NUMBER FOR EACH ITEM.)

	<u>No Problem</u>	<u>A Slight Problem</u>	<u>A Serious Problem</u>	<u>No Experience</u>
ENTRANCE TO MILITARY INSTALLATIONS.....	1.....	2.....	3.....	4
USE OF EXCHANGE FACILITIES....	1.....	2.....	3.....	4
USE OF COMMISSARY.....	1.....	2.....	3.....	4
MEDICAL TREATMENT.....	1.....	2.....	3.....	4
USE OF PACKAGE STORE.....	1.....	2.....	3.....	4
USE OF CLUB/OPEN MESS.....	1.....	2.....	3.....	4
FAMILY SUPPORT/CHILD CARE.....	1.....	2.....	3.....	4
USE OF RECREATIONAL FACILITIES.....	1.....	2.....	3.....	4

23. Approximately how far from your home is the nearest:

Military installation.....

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Miles

Base/Post Exchange.....

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Miles

Commissary.....

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Miles

24. Does your Guard/Reserve unit or installation provide auto decals?

CIRCLE ONE

Yes, DoD decal provided.....1
Yes, other decal provided.....2
No, none provided.....3

25. To the best of your knowledge, when was the last time a member of your unit's command staff discussed the subject of **ID card color**:

	<u>This</u> <u>Week</u>	<u>1-2</u> <u>Weeks</u> <u>Ago</u>	<u>3-4</u> <u>Weeks</u> <u>Ago</u>	<u>5-6</u> <u>Weeks</u> <u>Ago</u>	<u>More Than</u> <u>6 Weeks</u> <u>Ago</u>	<u>Never</u> <u>Dis-</u> <u>cussed</u>
In official meetings or presentations.....	1.....	2.....	3.....	4.....	5.....	6.....
In informal gather- ings or discussions.....	1.....	2.....	3.....	4.....	5.....	6.....

IV. Personal Background

26. Are you:

CIRCLE ONE

Female.....1
Male.....2

27. What is your year of birth?

19

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28. What is your marital status?

CIRCLE ONE

Married.....01
Separated.....02
Divorced.....03
Widowed.....04
Single, never married.....05

29. What is the highest level of education you have completed?

CIRCLE ONE

Less than 12 years.....01
High School Diploma
or GED Certificate.....02
One Year of College.....03
Two Years of College.....04
Three Years of College.....05
Bachelor's Degree.....06
Master's Degree.....07
Doctoral Degree.....08
Other Degree not listed above.....09

COMMENTS: _____

THANK YOU FOR COMPLETING THIS QUESTIONNAIRE. PLEASE
SEAL IT IN THE ENVELOPE PROVIDED AND RETURN IT TO
THE PERSON IN YOUR UNIT WHO ADMINISTERED THE SURVEY.

APPENDIX C

DETAILED VARIABLE DEFINITIONS

Appendix C

Variables

<u>Use of Variables</u>	<u>Operational Definitions</u>	<u>Question # or Origin</u>
<u>Predictor Variable Groups</u>		
Background	Component	1
	Type of participation (drilling member, military technician, Active Guard/Reserve or training and administration reserve member)	3
	Pay grade	2
	Officer/Warrant Officer, Enlisted	2
	Sex	26
	Age (1984 - year in Question 27)	27
	Marital status (married, not married) (01 = married; 02-05 = not married)	28
	Educational level	29
Involvement in Reserve Program	Reported number of paid drills	4
	Reported number of unpaid drills	4
	One-way distance between home and drill location	6
	Current Guard/Reserve commitment (if date - 1984 = number of years of commitment; no date treated as 0)	9
Military Experience	Total service in Armed Forces (in whole years)	7
	Location of regular drills (e.g., armory, active force installation)	5
	Presence of full-time active force members, technicians or AGR/TARs	11
	Days of face-to-face working contact with active force military outside of unit within last 90 days	12

Appendix C

Variables (Con't)

<u>Variables</u>	<u>Operational Definitions</u>	<u>Question # or Origin</u>
<u>Predictor Variable Groups</u>		
Military Experience	Results of or reasons for membership in Guard/Reserve (e.g., learn skills, extra income, serve country) (factor 8 score)	15
	Members' use of ID card (factor 5 score)	18
	Members' problems with use of ID card (factor 3 score)	19
	Spouses' use of identification (factor 2 score)	21
	Spouses' problems with use of identification (factor 4 score)	22
	Distance between member's home and nearest military installation base/post exchange, commissary	23
	Availability of auto decals (any decal available; no decal available)	24
Beliefs and opinions about the identification system	Perceived purpose and origin of ID card (e.g., sets Guard/Reserve apart from active force, reflect lower status, make ineligibility for entitlements clear) (questions 20a, 20e, 20g) (factor 7 score)	20
	Desired disposition for current ID system (e.g., discontinue, makes no difference) (questions 20b, 20c, 20f, 20h) (factor 7 score)	20
<u>Predicted Variable Groups</u>		
Intention to stay in reserve program for 20 Years	Response to question 10, likelihood that respondent will stay 20 years	10
Satisfaction with reserve program	Satisfaction with inactive duty Guard/Reserve experience (e.g., drill experience in general, use of talents and abilities, facilities, pay, current unit) (factor 1 score)	16, 15

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20